

Annual Report
Town of
Jewksbury
Massachusetts



Town Hall Annex

2000

Annual Report

Town of Tewksbury Massachusetts



2000

2000

IN MEMORIAM

| Person's Name | Position Held |
|--------------------------|--|
| Clifford D. Bolton | Retired Tewksbury Police Sergeant (23 Years) Retired 1991 |
| Daniel J. Cooney | Water Department Temporary Employee |
| Elsa A. Criscitello | Senior Center Game Organizer Election Worker |
| Joan B. DeMarco | Election Worker |
| Gladys Gale | Election Worker |
| Stephen A. Gendall | Wildlife Biologist United States Fish & Game Department |
| Richard (Pete) J. Hanson | Retired Tewksbury Police Sergeant (25 years) Retired 1982 Former Member of Board of Selectmen Conservation Commissioner |
| Margaret K. Hill | Department of Public Works Secretary Planning Board Secretary Retired 1985 |
| Warren W. Layne | Tewksbury Reserve Police Officer |
| Teresa K. Lightfoot | Counselor Camp Pohelo Counselor Parks & Recreation Summer Program |
| Ruth Maglio | Member Tewksbury Little League Women's Auxiliary "School Grandmother", Tewksbury School System |
| James P. McLaughlin | Valedictorian of the 1951 1 st Graduating Class of Merrimack College |
| James G. Mendonca, Jr. | Community Baseball & Basketball Coach Board of Director, Tewksbury Youth Basketball |
| Paul Mirabella | Member of Adult & Youth Soccer Association Supporter of Local Youth & Town Programs and Civic Groups |
| Harry M. Patterson | Superintendent, Tewksbury Cemetery Corporation Former Board Member, Secretary & Treasurer for 18 Years Call Fireman for 49 Years |
| Mary L. Proverb | Precinct 2 Election Warden for 25 Years Former PTA Member at the Shawsheen School Former Cub Scout & Girl Scout Leader |

| Person's Name | Position Held |
|----------------------|---|
| Patricia S. Qua | Member and Chairman, Library Trustees Governor Appointee, Housing Authority Member, Library Building Committee Member, Town Hall Annex Building Committee Member, Town Hall Space Committee Community Activist |
| Earl J. Sheehan | Former Water Department Commissioner |
| Carl Gerald Spalding | Member Middlesex Canal Association |
| Arline M. Whitman | Assistant Counselor Camp Pohelo |
| Everett J. Wolff | Election Worker |

GENERAL GOVERNMENT

*Biograph
Annual and Specials*

*Town Officers
Town Meeting Warrants*

*Town Committees
Elections*

Biograph

1. **Town:**
Tewksbury, Massachusetts
Incorporated in 1734
2. **County:**
Middlesex, ss.
3. **Location:**
At the junction of two new superhighways in northeastern Massachusetts, U.S. Interstate 495 and U.S. Interstate 93. The Town is bordered on the north by the Merrimack River, northeast by the Town of Andover, southeast by the Town of Wilmington, southwest by the Town of Billerica and borders on the City of Lowell on the west. It is 21 miles from Boston, 50 miles from Worcester, 30 miles from Salisbury Beach, and 230 miles from New York City.
4. **Population:**
1970 - 22,755
1980 - 24,478
1990 - 28,304
2000 - 30,315
5. **Land Areas:**
20.70 square miles
10,789.5 acres assessed
6. **Density:**
Person per square mile:
1970 - 1,099
1980 - 1,182
1990 - 1,367
2000 - 1,464
7. **Climate:**
Mean annual precipitation - 43.40 inches.
Mean Temperature - January - 26.6 degrees
July - 73.7 degrees.
8. **Elevation:**
Highest Point: Ames Hill, 363 feet;
North section: 200 feet;
West section: 150 feet;
Center: 120 feet;
South section: 150 feet
(above mean sea level)
9. **Topography:**
Fairly level terrain, with elevations varying from 100 feet to 200 feet above sea level. Soil is a mixture of sandy soil in southern section. Wet and moist and of good texture along the central and northern sections.
10. **Established:**
Inhabitants separated from Billerica in 1733.
First Town Meeting held January 14, 1734.
Duly incorporated December 23, 1734.
11. **Form of Government:**
Open Town Meeting
Five Member Elected Board of Selectmen
Appointed Town Manager

Elected Officers

SELECTMEN

| | |
|-------------------------------|------|
| Joseph P. Gill, Jr. | 2001 |
| Charles E. Coldwell, Chairman | 2001 |
| Charles T. Coppola | 2002 |
| Kevin C. Anderson | 2003 |
| John F. Ryan | 2003 |

BOARD OF HEALTH

| | |
|--------------------------|------|
| Susan Sullivan, Chairman | 2001 |
| Stephanie Wilkie | 2002 |
| Edward J. Sheehan | 2003 |

TOWN CLERK

| | |
|--------------------|------|
| Elizabeth A. Carey | 2002 |
|--------------------|------|

MODERATOR

| | |
|------------------|------|
| James P. Coakley | 2002 |
|------------------|------|

PLANNING BOARD

| | |
|--------------------------|------|
| Frank R. Sweet, Chairman | 2001 |
| Cheryl Layne Busch | 2002 |
| Robert A. Fowler, Sr. | 2003 |
| Vincent Spada | 2004 |
| David J. Plunkett | 2005 |

SCHOOL COMMITTEE

| | |
|----------------------------|------|
| William DeGregorio | 2001 |
| Edward K. Dick | 2001 |
| Douglas Sears | 2002 |
| Ruth M. Perrin | 2003 |
| Scott J. Consaul, Chairman | 2003 |

REGIONAL VOKE SCHOOL COMMITTEE

| | |
|----------------------|------|
| Patricia M. W. Meuse | 2001 |
| J. Peter Downing | 2003 |

TRUSTEES PUBLIC LIBRARY

| | |
|-------------------------------|------|
| Maureen P. Kelley (Appointed) | 2001 |
| Mary MacDonald (Appointed) | 2001 |
| Nancy M. Boyle (resigned) | 2001 |
| Eileen McDonagh | 2001 |
| Marjorie A. Conlon | 2002 |
| Carol A. Hazel | 2002 |
| Patricia S. Qua (deceased) | 2003 |

HOUSING AUTHORITY

| | |
|--|------|
| Robert C. Briggs | 2001 |
| Patricia S. Qua (Governor's Appointee) (deceased) | 2001 |
| John W. Deputat (Governor's Appointee) | 2001 |
| Shawn E. Dillon | 2003 |
| Louise A. Gearty | 2004 |
| Linda A. Ricardo-Brabant | 2005 |

Appointive Officers

| | |
|--|-----------------------------|
| Town Manager | David G. Cressman |
| Asst. to the Town Manager | Sandra A. Barbeau |
| Town Counsel | Charles J. Zaroulis, Esq. |
| Animal Inspector | Pam Gorrasi |
| Appraisers | Board of Selectmen |
| Assessor (Chief) | Norman O. Boudreau |
| Assessor | Barbara Flanagan |
| Assessor | John J. Kelley |
| Attendance Officer | George Hazel |
| Auditor | Donna Walsh |
| Building Commissioner | Richard A. Colantuoni |
| Building Inspector | Edward Johnson |
| Local Building Inspector | Louis Carciofi |
| D. P. W. Superintendent | William Burris |
| Dog Officer | Walter Collins |
| Emergency Management Dir. | Michael Sitar |
| Fire Chief | Thomas Ryan |
| Health Sanitarian/Deputy Animal Inspector | Dean Trearchis |
| Historian | Francis L. Brown |
| Northern Middlesex Area Commission Rep. | David G. Cressman |
| | Charles E. Coldwell |
| Police Chief | John Mackey |
| Recreation Director | Roy Patterson |
| Sealer of Weights & Measures | Edward Johnson |
| Superintendent of Schools | Christine L. McGrath, Ph.D. |
| Treasurer/Collector | Warren R. Carey |
| Veterans Agent | Ellsworth Hart |
| Veterans Burial Indigent | Farmer & Dee, Inc. |
| | Tewksbury Funeral Home |
| Veterans Grave Officer | Harry Patterson |
| Wire Inspector | Jeremiah Delaney |

Appointed Boards- Committees-Commissions

ADULT ELDERLY HOUSING/ASSISTED CARE LIVING COMMITTEE

Michael Firreno
Joseph Gill
John Mackey
Sue Sullivan
Thomas Gannon
Wilfred Lambert
Jerome Selissen
David G. Cressman
David Plunkett

AFFORDABLE HOUSING

Corinne Delaney
Lorraine Maniscalco
William Scanlon
Vincent Spada
Charles Roux, Jr.
Vera Ford
Sal Marino

APPEALS BOARD

| | |
|----------------------------|------|
| Richard E. Cluff, Jr. | 2001 |
| John D. Sullivan, Chairman | 2002 |
| Mark Singleton | 2003 |

APPEALS BOARD-ASSOCIATE MEMBERS

| | |
|------------------|------|
| Derek Sheehan | 2001 |
| Geraldine Murphy | 2001 |

BOARD OF REGISTRARS

| | |
|--------------------------------|------|
| Edward Creamer | 2001 |
| Robert A. Hunter | 2002 |
| Beverly Bennett | 2003 |
| Elizabeth A. Carey, Ex Officio | |

ASSISTANT REGISTRARS

Angela T. Callahan
Kathleen M. Garrant
Sandra E. Turcotte
Linda DiPrimio
Susan Perry

CABLE ADVISORY COMMITTEE

| | |
|----------------|------|
| Joseph Dermody | 2001 |
| James Burgoyne | 2001 |

CITIZEN TECHNOLOGY COMMITTEE

Paul J. Salvato, Jr.
Stephen Hattori
Marilyn Curran
Peter F. Orio, Jr.
Michael P. Kelley
Joseph Gill

David J. Chou
Richard Morrison
Gregory McClay (Ex-Officio)

CONSERVATION COMMISSION

| | |
|-----------------------------|------|
| Stanley J. Folta, Jr. | 2001 |
| Hugh Fitzpatrick, III | 2001 |
| Gail Perdicaro | 2001 |
| William Hallisey (resigned) | 2001 |
| Lucio Barinelli, Chairman | 2002 |
| Gregory Peters | 2002 |
| Michael Kelley | 2002 |
| Sal Torname | 2003 |

CONSTABLE - TERM TO EXPIRE - 2002

Sandra Barbeau
Yvonne Rawson-Bozek
Richard Carter
Edward F. Clark, Jr.
Edward F. Clark, III
Therese Cooper
Greg A. Danas
Peter Danas
John J. Flaherty, Jr.
Herbert Hadley
Mark Hildebrand
Edwina Hudson
Cheryl Laffey
Wilfred A. Lambert
John Lynch
James Maniscalco
James J. Mazza
Walter J. McAvoy
Dennis A. Mills
Harold Morang
David Muscovitz
George H. Rost, Jr.
Anthony Saia
Donald Stout
Henry E. Sullivan
Nelson J. Thompson

COUNCIL ON AGING

| | |
|--------------------------|------|
| James Mendonca | 2001 |
| Norman J. Desmarais | 2001 |
| Warren Hupper | 2001 |
| Susan Sullivan, Chairman | 2001 |
| Bernice Sprague | 2002 |
| Joel Deputat | 2002 |
| Robert Scarano | 2002 |
| Frank Criscitello | 2002 |
| Ellen Keefe | 2003 |
| Philomena Gibson | 2003 |
| Joanne Aldrich | 2003 |

DEDUCT METER COMMITTEE

Joan Dunlevy
William Hurton
Donald Leonard
Frederick Montague

ECONOMIC DEVELOPMENT TASK FORCE

Charles Coldwell
Shawn Dillon
Janice Mazzoni
Geraldine Murphy
Janet Sutton
Noel Metcalf
Ron Dokus
Kay Silk

FENCE VIEWERS

| | |
|--------------|------|
| Jae Gray | 2001 |
| Marsha Hunt | 2001 |
| Jeffrey Dirk | 2001 |

FINANCE COMMITTEE

Raymond Shaw, Chairman
Thomas Cooke
Andrew T. Diciaccio
Patricia Millward
James A. Cutelis
Kenneth Holden
John Wynn
Jerome Selissen
George Donovan

FOSTER SCHOOL MEMBERS

Kevin Anderson
Beverly Bennett
Cheryl Busch
Scott Dolliver
James J. Gaffney, III
Mary Jane Marcucci
Sandy Pellegrino
Douglas Sears

HISTORICAL COMMISSION

| | |
|-----------------------|------|
| James J. Gaffney, III | 2001 |
| Raymond Paczkowski | 2001 |
| Douglas W. Sears | 2001 |
| Debby Bernard | 2001 |
| Beverly Bennett | 2002 |
| Eileen McDonagh | 2002 |

HOMEcoming COMMITTEE

| | |
|--------------------|------|
| Gregory Tsotsi | 2001 |
| Nancy Tsotsi | 2001 |
| Gayle Bolduc | 2001 |
| Karen Page | 2001 |
| John F. Synan, Jr. | 2001 |
| Shayne Garman | 2003 |

INDUSTRIAL COMMISSION

| | |
|-------------------|------|
| Kevin Anderson | 2002 |
| Robert Kerber | 2002 |
| Ellsworth K. Hart | 2003 |
| Daniel Boucher | 2003 |
| Matthew Dailey | 2005 |

LIBRARY BUILDING COMMITTEE

Joseph Gill
Thomas Conlon
Maureen P. Kelley
Lawrence Polimeno
Leann D'Entremont
David Cressman
Elisabeth Desmarais
Richard O'Neill, Esq.
Thomas Cooke

MASS. CULTURAL COUNCIL

| | |
|--------------------------|------|
| Eleanor Corey | 2001 |
| Louise Cole | 2001 |
| Donna Pacheco (resigned) | 2001 |
| Marylou Christoffels | 2001 |
| Maria Galante | 2001 |
| Stephanie Power | 2001 |
| Lani Matthews | 2001 |
| M. Eileen McDonagh | 2001 |

MEMORIAL COMMITTEE

| | |
|------------------|------|
| Charles Coldwell | 2004 |
| John Kane | 2004 |
| Richard Morris | 2004 |
| Leo Bernardi | 2004 |
| Kevin Downey | 2004 |

NEW TEWKSBURY SCHOOL BUILDING COMMITTEE

Steve Witham
Raymond Shaw
David Cressman
James Cutelis
William DeGregorio
Joan Dunlevy
James Melloni
John Wynn
Thomas Conlon

PATRIOTIC ACTIVITIES COMMITTEE

| | |
|-------------------|------|
| Shayne Gorman | 2000 |
| Karen Page | 2000 |
| Gayle Bolduc | 2000 |
| John Bushway | 2001 |
| Albert Mansolilli | 2001 |
| Christine Martell | 2001 |
| Greg Tsotsi | 2003 |

PERSONNEL RELATIONS REVIEW BOARD

| | |
|------------------------------|------|
| Norman O. Boudreau, Chairman | 2001 |
| Sean Sullivan | 2001 |
| Robert O'Brien | 2001 |
| Sandra A. Barbeau | 2002 |
| William Phalan | 2002 |

RECYCLING COMMITTEE

| | |
|----------------|------|
| Joseph P. Gill | 2002 |
| Jae Gray | 2002 |

| | |
|------------------------------|------|
| Collette Starliper | 2002 |
| Jean Holmes | 2002 |
| Chris S. Murphy | 2002 |
| Kristina M. Rogers, Chairman | 2002 |
| Edith E. Wood | 2002 |
| Anne L. Nilsen | 2002 |
| Lucy DelPonte | 2002 |
| Anne Ferreira | 2002 |
| Robyn McLeish | 2002 |
| Patricia Blute | 2002 |
| Sandra Barbeau | 2002 |
| Bonnie Gallagher | 2002 |
| Kristen Gallagher | 2002 |
| Daniel Sarsfield | 2002 |
| Lisa Zunino | 2002 |
| Danielle Spada | 2002 |
| Donna Marshall | 2002 |
| Marcie Rizzo | 2002 |
| David Termine | 2002 |

ROUTE 38 CORRIDOR STUDY COMMITTEE

Jeffrey Dirk
Paula Coppola
John King
Greg Peters
Franco Lucchesi
James Sullivan
David Cressman
Joseph Gill

SEWER AGREEMENT COMMITTEE

David Cressman
William Burris
Charles Coppola
Joseph Gill
Charles Stella
Shawn Dillon
Richard Mazzoni

SIDEWALK COMMITTEE

Sam Krikorian, Chairman
Franco Lucchesi
Laura Caplan
Carolyn French
Lynn Watson Manning
Phyllis White
Robert Ferrari
Gail Perdicaro
Matthew Dailey
James Luz, Safety Officer

SOUTH FIRE STATION BUILDING COMMITTEE

David Cressman
John Ryan
George Donovan
Joan Dunlevy
Richard Colantuoni
Thomas Ryan
Robert Fowler
Michael Sitar

Kenneth Holden
Gerald Cullen

SPACE NEEDS COMMITTEE

TOWN HALL ANNEX COMMITTEE

TOWN HALL BUILDING COMMITTEE

Sandra Barbeau
Richard Colantuoni
David Cressman
Joan Dunlevy
Stanley Folta, Jr.
Joseph Gill
Ellsworth Hart
Franco Lucchesi
Patricia Qua (deceased)
Phyllis Shaw
Raymond Shaw

STREET NAME CHANGE COMMITTEE

Joan Dunlevy
Elizabeth Carey
Gerald Cullen
Louise Gearty
Edward Kearns
Matthew McGillick
Rita O'Brien Dee
Donna Smith
Donna Marshall

TRUST FUND COMMISSION

| | |
|----------------|------|
| Warren Carey | 2001 |
| Michael Kelley | 2002 |
| Jason Rizzo | 2003 |

WYNN MIDDLE SCHOOL BUILDING COMMITTEE

David Cressman
James Cutelis
Ray Shaw
Charles Coldwell
John Ryan
John Wynn
Brenda Theriault-Regan
James Melloni
Richard Colantuoni

Special Governmental Districts

SENATORS IN CONGRESS

HONORABLE EDWARD M. KENNEDY (D)

Senate Office Building, Washington, DC

HONORABLE JOHN F. KERRY (D)

Senate Office Building, Washington DC

CONGRESSIONAL DISTRICT: 5TH

MARTIN T. MEEHAN (D)

House of Representatives, Washington, DC

STATE GOVERNMENT

SUSAN TUCKER (D)

2ND Essex & Middlesex Senatorial District

Senate Offices: State House, Boston, MA

DAVID M. NANGLE (D)

18th Middlesex District of General Court

House of Representatives, State House, Boston, MA

JAMES R. MICELI (D)

20TH Middlesex District of General Court

House of Representatives, State House, Boston, MA

Presidential Primary

March 7, 2000

At a meeting of the Inhabitants of the Town of Tewksbury, called by proper warrant and qualified to vote in Town affairs, held this day at the DPW for Precinct 1 and 1A; at the Teen Center for Precinct 2; at the Trahan School for Precinct 2A; at the Town Hall for Precinct 3; at the Senior Center for Precinct 3A; and at the Library for Precinct 4, the following business was transacted. Registered on the ballot boxes in the seven Precincts showed 0000, and check lists were in order. Polls opened at 7:00 AM and closed at 8:00 PM. There were 3,144 votes cast. Precinct 1 - 385; Precinct 1A - 446, Precinct 2 - 454, Precinct 2A - 445, Precinct 3 - 488, Precinct 3A - 412, and Precinct 4 - 514.

- Precinct 1 - Ellen M. Keefe, Warden
Alice A. Carroll, Clerk
- Precinct 1A - Mary A. Casazza, Warden
Priscilla Marsh, Clerk
- Precinct 2 - Bernice Sprague, Warden
Katherine Maher, Clerk
- Precinct 2A - Rosemarie Krugh, Warden
Bertha D'Amico, Clerk
- Precinct 3 - Jean Ray, Warden
Warren Ray, Clerk
- Precinct 3A - Rita Coyle, Warden
Mary Pilcher, Clerk
- Precinct 4 - Mary Ann Nichols, Warden
Rita O'Brien Dee, Clerk

DEMOCRATIC PARTY

PRECINCT TOTALS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|-----|-----|-----|-----|-----|-----|-----|-------|
| | 385 | 446 | 454 | 445 | 488 | 412 | 514 | 3,144 |

PRESIDENT

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|-------------------------|-----|-----|-----|-----|-----|-----|-----|-------|
| Blanks | 3 | 5 | 3 | 6 | 10 | 2 | 7 | 36 |
| Al Gore | 223 | 278 | 285 | 257 | 265 | 226 | 323 | 1,857 |
| Lyndon H. LaRouche, Jr. | 2 | 1 | 4 | 2 | 2 | 2 | 2 | 15 |
| Bill Bradley | 128 | 139 | 147 | 163 | 194 | 161 | 163 | 1,095 |
| No Preference | 14 | 16 | 9 | 11 | 13 | 15 | 14 | 92 |
| Others | 15 | 7 | 6 | 6 | 4 | 6 | 5 | 49 |
| Total | 385 | 446 | 454 | 445 | 488 | 412 | 514 | 3,144 |

STATE COMMITTEE MAN

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|------------------|-----|-----|-----|-----|-----|-----|-----|-------|
| Blanks | 85 | 94 | 93 | 107 | 123 | 100 | 111 | 713 |
| David M. O'Brien | 300 | 351 | 359 | 336 | 362 | 310 | 402 | 2,420 |
| Others | | 1 | 2 | 2 | 3 | 2 | 1 | 11 |
| Total | 385 | 446 | 454 | 445 | 488 | 412 | 514 | 3,144 |

STATE COMMITTEE WOMAN

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|------------------|-----|-----|-----|-----|-----|-----|-----|-------|
| Blanks | 104 | 115 | 111 | 123 | 136 | 116 | 131 | 836 |
| Mary Jane Powell | 276 | 331 | 342 | 319 | 352 | 293 | 382 | 2,295 |
| Others | 5 | 0 | 1 | 3 | 0 | 3 | 1 | 13 |
| Total | 385 | 446 | 454 | 445 | 488 | 412 | 514 | 3,144 |

TOWN COMMITTEE

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|------------------------|------|------|------|------|-------|------|-------|--------|
| Blanks | 6094 | 4568 | 6256 | 7371 | 8332 | 7028 | 7712 | 47,361 |
| Group | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Warren R. Carey | 239 | 345 | 315 | 273 | 285 | 246 | 323 | 2,026 |
| Joan M. Dunlevy | 224 | 336 | 318 | 269 | 278 | 243 | 334 | 2,002 |
| Frederick L. Simon | 207 | 309 | 265 | 221 | 247 | 209 | 282 | 1,740 |
| Rita C. O'Brien Dee | 213 | 329 | 289 | 242 | 255 | 225 | 314 | 1,867 |
| John F. Ryan | 231 | 323 | 279 | 249 | 287 | 223 | 305 | 1,897 |
| Donna J. Gill | 206 | 316 | 272 | 236 | 248 | 217 | 297 | 1,792 |
| John J. Kelley Jr. | 213 | 314 | 265 | 239 | 253 | 206 | 287 | 1,777 |
| Elisabeth R. Desmarais | 218 | 324 | 274 | 244 | 259 | 217 | 305 | 1,841 |
| Sub Total | 7845 | 7164 | 8533 | 9344 | 10444 | 8814 | 10159 | 62,303 |

TOWN COMMITTEE (cont)

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|---------------------------|-----|-----|-----|-----|-----|-----|-----|-------|
| Thomas G. Conlon | 229 | 330 | 288 | 246 | 246 | 212 | 302 | 1,853 |
| Leann Kennedy D'Entremont | 206 | 314 | 263 | 227 | 264 | 209 | 288 | 1,771 |
| Raymond P. Shaw Jr. | 202 | 295 | 266 | 220 | 230 | 191 | 276 | 1,680 |
| Carol A. Hazel | 214 | 327 | 279 | 234 | 257 | 223 | 302 | 1,836 |
| Charles T. Coppola | 232 | 332 | 298 | 256 | 274 | 247 | 317 | 1,956 |
| Claire K. Penney | 210 | 300 | 262 | 222 | 243 | 199 | 280 | 1,716 |

| | | | | | | | | |
|------------------------|------|------|------|------|------|------|------|--------|
| William A Phalan | 209 | 317 | 266 | 226 | 232 | 190 | 290 | 1,730 |
| Marie P. Sweeney | 210 | 306 | 258 | 227 | 257 | 206 | 291 | 1,755 |
| Scott J. Consaul | 221 | 313 | 288 | 237 | 279 | 216 | 287 | 1,841 |
| Christine Sprague | 198 | 307 | 269 | 226 | 232 | 200 | 286 | 1,718 |
| Richard T. Sheehan Sr. | 211 | 324 | 280 | 240 | 249 | 211 | 298 | 1,813 |
| Mary C. Morris | 206 | 312 | 264 | 227 | 233 | 202 | 289 | 1,733 |
| Richard O'Neill Jr. | 201 | 313 | 273 | 229 | 250 | 205 | 289 | 1,760 |
| Sandra L. Creamer | 212 | 318 | 266 | 225 | 240 | 211 | 299 | 1,771 |
| Edward J. Doherty | 213 | 314 | 278 | 239 | 258 | 214 | 284 | 1,800 |
| Lois A. Sheehan | 216 | 326 | 286 | 239 | 254 | 212 | 289 | 1,822 |
| Sub Total | 3390 | 5048 | 4384 | 3720 | 3998 | 3348 | 4667 | 28,555 |

TOWN COMMITTEE (cont)

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|---------------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Joseph P. Gill Jr. | 206 | 304 | 270 | 229 | 240 | 206 | 292 | 1,747 |
| Phyllis H. Shaw | 203 | 298 | 262 | 221 | 232 | 190 | 283 | 1,689 |
| Paula B. Coppola | 223 | 319 | 285 | 243 | 260 | 230 | 303 | 1,863 |
| David M. O'Brien | 207 | 316 | 280 | 236 | 248 | 215 | 302 | 1,804 |
| Mary M. Manseau | 205 | 307 | 264 | 227 | 236 | 200 | 285 | 1,724 |
| Daniel E. Sprague | 193 | 301 | 265 | 219 | 231 | 197 | 279 | 1,685 |
| Melanie G. Sitar | 205 | 309 | 275 | 228 | 237 | 207 | 281 | 1,742 |
| Daniel W. Morris | 194 | 305 | 261 | 225 | 228 | 204 | 279 | 1,696 |
| Janice M. O'Neil | 198 | 307 | 265 | 221 | 240 | 202 | 288 | 1,721 |
| Norman O. Boudreau | 207 | 320 | 277 | 238 | 247 | 207 | 293 | 1,789 |
| Merrill F. Marshall | 199 | 312 | 269 | 224 | 239 | 200 | 279 | 1,722 |
| Write-Ins | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 13905 | 16250 | 16456 | 16053 | 17595 | 14846 | 18567 | 110,040 |

LIBERTARIAN PARTY

PRECINCT TOTALS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|---|----|---|----|---|----|---|-------|
| | 1 | 2 | 1 | 1 | 3 | 1 | 3 | 12 |

PRESIDENT

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------------------|---|----|---|----|---|----|---|-------|
| Blanks | 0 | 2 | 0 | 1 | 1 | 0 | 2 | 6 |
| Kip Lee | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 2 |
| Harry Browne | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 3 |
| Edison P. McDaniels, | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | | |
|--------------------|---|---|---|---|---|---|---|----|
| Sr. | | | | | | | | |
| Larry Hines | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| David Lynn Hollist | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| L. Neil Smith | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Others | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 1 | 2 | 1 | 1 | 3 | 1 | 3 | 12 |

STATE COMMITTEE MAN

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|---|----|---|----|---|----|---|-------|
| Blanks | 1 | 2 | 1 | 1 | 3 | 1 | 3 | 12 |
| Others | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 1 | 2 | 1 | 1 | 3 | 1 | 3 | 12 |

STATE COMMITTEE WOMAN

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|---|----|---|----|---|----|---|-------|
| Blanks | 1 | 2 | 1 | 1 | 3 | 1 | 3 | 12 |
| Others | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 1 | 2 | 1 | 1 | 3 | 1 | 3 | 12 |

TOWN COMMITTEE

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|---|----|---|----|---|----|---|-------|
| Blanks | 3 | 6 | 3 | 3 | 9 | 3 | 9 | 36 |
| Others | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 3 | 6 | 3 | 3 | 9 | 3 | 9 | 36 |

REPUBLICAN PRIMARY

PRECINCT TOTALS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|-----|-----|-----|-----|-----|-----|-----|-------|
| | 478 | 371 | 344 | 412 | 519 | 460 | 451 | 3,035 |

PRESIDENT

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------------|-----|-----|-----|-----|-----|-----|-----|-------|
| Blanks | 3 | 3 | 0 | 4 | 1 | 3 | 6 | 20 |
| Alan Keyes | 12 | 9 | 14 | 9 | 17 | 10 | 12 | 83 |
| George W. Bush | 143 | 96 | 121 | 125 | 182 | 151 | 137 | 955 |
| Gary Bauer | 1 | 0 | 1 | 0 | 2 | 1 | 2 | 7 |
| John McCain | 312 | 258 | 207 | 273 | 312 | 290 | 294 | 1,946 |
| Steve Forbes | 5 | 1 | 1 | 1 | 4 | 4 | 0 | 16 |
| Orrin Hatch | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Others | 2 | 4 | 0 | 0 | 1 | 1 | | 8 |
| Total | 478 | 371 | 344 | 412 | 519 | 460 | 451 | 3,035 |

STATE COMMITTEE MAN

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|---------------|-----|-----|-----|-----|-----|-----|-----|-------|
| Blanks | 218 | 150 | 139 | 179 | 202 | 194 | 197 | 1,279 |
| John G. Wragg | 255 | 214 | 200 | 232 | 313 | 261 | 254 | 1,729 |
| Others | 5 | 7 | 5 | 1 | 4 | 5 | | 27 |
| Total | 478 | 371 | 344 | 412 | 519 | 460 | 451 | 3,035 |

STATE COMMITTEE WOMAN

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|-------------------|-----|-----|-----|-----|-----|-----|-----|-------|
| Blanks | 68 | 55 | 65 | 73 | 79 | 68 | 86 | 494 |
| Susan L. Costello | 53 | 56 | 36 | 50 | 81 | 71 | 69 | 416 |
| Ruth Anne Teague | 354 | 259 | 241 | 289 | 356 | 319 | 296 | 2,114 |
| Others | 3 | 1 | 2 | 0 | 3 | 2 | 0 | 11 |
| Total | 478 | 371 | 344 | 412 | 519 | 460 | 451 | 3,035 |

TOWN COMMITTEE

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|-----------------------|-------|-------|-------|-------|-------|-------|-------|--------|
| Blanks | 12181 | 8432 | 8730 | 10548 | 13051 | 11891 | 11508 | 76,341 |
| Group | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| James J. Gaffney, III | 275 | 259 | 192 | 221 | 319 | 260 | 249 | 1,775 |
| Gregory S. Peters | 227 | 230 | 170 | 191 | 253 | 210 | 217 | 1,498 |
| Donald R. Ordway | 222 | 231 | 163 | 206 | 252 | 209 | 216 | 1,499 |
| Robert A. Hunter | 228 | 232 | 163 | 193 | 295 | 215 | 213 | 1,539 |
| Douglas W. Sears | 250 | 257 | 181 | 225 | 286 | 241 | 245 | 1,685 |
| Stephen P. Bazzinotti | 239 | 241 | 175 | 198 | 257 | 216 | 221 | 1,547 |
| Paul J. Boucher | 222 | 237 | 174 | 199 | 252 | 213 | 227 | 1,524 |
| Gail Marie Tressler | 221 | 231 | 167 | 189 | 258 | 206 | 215 | 1,487 |
| Beverly A. Bennett | 230 | 242 | 167 | 199 | 296 | 230 | 226 | 1,590 |
| Kevin C. Anderson | 260 | 257 | 187 | 233 | 285 | 252 | 243 | 1,717 |
| Patricia S. Qua | 233 | 246 | 171 | 199 | 278 | 234 | 224 | 1,585 |
| Raymond J. Paczkowski | 223 | 231 | 170 | 193 | 254 | 213 | 219 | 1,503 |
| Ruth Anne Teague | 275 | 251 | 187 | 214 | 294 | 237 | 243 | 1,701 |
| Francis P. Teague | 250 | 234 | 167 | 200 | 255 | 209 | 219 | 1,534 |
| Sub Total | 15536 | 11811 | 11164 | 13408 | 16885 | 15036 | 14685 | 98,525 |

TOWN COMMITTEE (cont)

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|--------------------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Michael J. Teague | 246 | 231 | 169 | 196 | 256 | 208 | 214 | 1,520 |
| Shaelagh Kathleen Teague | 249 | 233 | 172 | 196 | 255 | 207 | 215 | 1,527 |
| Diana B. Hanley | 227 | 238 | 176 | 199 | 256 | 212 | 224 | 1,532 |
| Paul E. Hanley | 232 | 236 | 177 | 197 | 251 | 212 | 226 | 1,531 |
| Jo Ann Ordway | 229 | 236 | 172 | 218 | 259 | 213 | 220 | 1,547 |
| Write-Ins | 11 | 0 | 10 | 6 | 3 | 12 | 1 | 43 |
| Total | 16730 | 12985 | 12040 | 14420 | 18165 | 16100 | 15785 | 106,225 |

TOTAL VOTE

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|-------------|-----|-----|-----|-----|------|-----|-----|-------|
| Democratic | 385 | 446 | 454 | 445 | 488 | 412 | 514 | 3,144 |
| Libertarian | 1 | 2 | 1 | 1 | 3 | 1 | 3 | 12 |
| Republican | 478 | 371 | 344 | 412 | 519 | 460 | 451 | 3,035 |
| Total | 864 | 819 | 799 | 858 | 1010 | 873 | 968 | 6,191 |

Annual Town Election Results

April 1, 2000

At a meeting of the Inhabitants of the Town of Tewksbury, called by proper warrant and qualified to vote in Town affairs, held this day at the DPW for Precinct 1 and 1A; at the Teen Center for Precinct 2; at the Trahan School for Precinct 2A; at the Town Hall for Precinct 3; at the Senior Center for Precinct 3A; and at the Library for Precinct 4, the following business was transacted. Registered on the ballot boxes in the seven Precincts showed 0000, and check lists were in order. Polls opened at 7:00 AM and closed at 8:00 PM. There were 3,264 votes cast. Precinct 1 – 407, Precinct 1A – 484, Precinct 2 – 381, Precinct 2A – 406, Precinct 3 – 636, Precinct 3A – 503, and Precinct 4 – 447.

- Precinct 1 - Ellen M. Keefe, Warden
Alice A. Golen, Clerk
- Precinct 1A - Mary A. Casazza, Warden
Priscilla Marsh, Clerk
- Precinct 2 - Bernice Sprague, Warden
Cecilia Wolff, Clerk
- Precinct 2A - Rosemarie Krugh, Warden
Bertha D'Amico, Clerk
- Precinct 3 - Jean Ray, Warden
Warren Ray, Clerk
- Precinct 3A - Rita Coyle, Warden
Mary Pilcher, Clerk
- Precinct 4 - Mary Ann Nichols, Warden
Rita O'Brien Dee, Clerk

PRECINCT TOTALS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|-----|-----|-----|-----|-----|-----|-----|-------|
| | 407 | 484 | 381 | 406 | 636 | 503 | 447 | 3,264 |

BOARD OF SELECTMEN

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|-------------------------|-----|-----|-----|-----|------|------|-----|-------|
| Blanks | 82 | 111 | 91 | 88 | 169 | 104 | 98 | 743 |
| Kevin C. Anderson | 244 | 296 | 226 | 274 | 387 | 309 | 257 | 1,993 |
| John F. Ryan | 290 | 336 | 242 | 242 | 464 | 327 | 298 | 2,199 |
| Edward B. Giardina, Jr. | 58 | 80 | 75 | 85 | 72 | 94 | 73 | 537 |
| William D. Hallissey | 140 | 144 | 126 | 121 | 178 | 171 | 167 | 1,047 |
| Others | 0 | 1 | 2 | 2 | 2 | 1 | 1 | 9 |
| Total | 814 | 968 | 762 | 812 | 1272 | 1006 | 894 | 6,528 |

BOARD OF HEALTH

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|------------------------|-----|-----|-----|-----|-----|-----|-----|-------|
| Blanks | 60 | 85 | 92 | 82 | 138 | 98 | 101 | 656 |
| Edward J. Sheehan, Jr. | 345 | 397 | 288 | 317 | 497 | 403 | 345 | 2,592 |
| Others | 2 | 2 | 1 | 7 | 1 | 2 | 1 | 16 |
| Total | 407 | 484 | 381 | 406 | 636 | 503 | 447 | 3,264 |

HOUSING AUTHORITY

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|--------------------------|-----|-----|-----|-----|-----|-----|-----|-------|
| Blanks | 76 | 94 | 99 | 85 | 161 | 121 | 97 | 733 |
| Linda A. Ricardo-Brabant | 330 | 385 | 279 | 316 | 473 | 379 | 347 | 2,509 |
| Others | 1 | 5 | 3 | 5 | 2 | 3 | 3 | 22 |
| Total | 407 | 484 | 381 | 406 | 636 | 503 | 447 | 3,264 |

PLANNING BOARD

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|--------------------|-----|-----|-----|-----|-----|-----|-----|-------|
| Blanks | 18 | 15 | 11 | 21 | 15 | 23 | 18 | 121 |
| David J. Plunkett | 205 | 203 | 157 | 180 | 332 | 221 | 194 | 1,492 |
| Domenic L. Germano | 72 | 90 | 92 | 67 | 95 | 104 | 94 | 614 |
| Keith E. Rauseo | 112 | 175 | 121 | 137 | 194 | 154 | 141 | 1,034 |
| Others | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 3 |
| Total | 407 | 484 | 381 | 406 | 636 | 503 | 447 | 3,264 |

SCHOOL COMMITTEE

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|------------------|-----|-----|-----|-----|------|------|-----|-------|
| Blanks | 177 | 240 | 237 | 208 | 356 | 292 | 238 | 1,748 |
| Scott J. Consaul | 313 | 347 | 251 | 288 | 456 | 354 | 321 | 2,330 |
| Ruth M. Perrin | 316 | 371 | 272 | 308 | 455 | 353 | 335 | 2,410 |
| Others | 8 | 10 | 2 | 8 | 5 | 7 | 0 | 40 |
| Total | 814 | 968 | 762 | 812 | 1272 | 1006 | 894 | 6,528 |

REGIONAL VOKE SCHOOL COMMITTEE

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|--------------------|-----|-----|-----|-----|-----|-----|-----|-------|
| Blanks | 80 | 111 | 110 | 97 | 175 | 135 | 105 | 813 |
| John Peter Downing | 326 | 365 | 269 | 305 | 458 | 366 | 341 | 2,430 |
| Others | 1 | 8 | 2 | 4 | 3 | 2 | 1 | 21 |
| Total | 407 | 484 | 381 | 406 | 636 | 503 | 447 | 3,264 |

TRUSTEES PUBLIC LIBRARY

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|--------------------|-----|-----|-----|-----|------|------|-----|-------|
| Blanks | 205 | 291 | 268 | 230 | 400 | 313 | 254 | 1,961 |
| Patricia S. Qua | 310 | 350 | 257 | 281 | 460 | 369 | 331 | 2,358 |
| Kevin Comtois | 297 | 323 | 234 | 293 | 409 | 320 | 309 | 2,185 |
| Others | 2 | 4 | 3 | 8 | 3 | 4 | 0 | 24 |
| Total | 814 | 968 | 762 | 812 | 1272 | 1006 | 894 | 6,528 |

Annual Town Meeting

May 1 & 3, 2000

Tewksbury Memorial High School
320 Pleasant Street

Moderator James Coakley opened the Year 2000 Annual Town Meeting at 8:00 PM on May 1, 2000.

Prior to the opening of the meeting a non-resident was removed from the gymnasium for distributing literature.

The Moderator designated the Visitors Section and the area set aside for voters who are only eligible to vote at the Special Town Meeting, May 1, 2000, at 8:15 PM.

There were 609 registered voters and 40 visitors in attendance.

The Moderator moved to Recess the Year 2000 Annual Town Meeting to June 19, 2000, at 8:00 PM, seconded by the Finance Committee Chairman, Ray Shaw, and this motion Failed. 8:03 PM (5/1/00)

Many voters reacted irately in opposition to this motion. The Moderator removed one (1) disruptive voter from the May 1, Annual Town Meeting.

Finance Committee Chairman, Ray Shaw, motioned to Waive the Reading of the Warrant Articles. A majority of the Assembly were not in favor of this motion. The Moderator explained the purpose of this motion was to eliminate the reading of every word in every individual Warrant article. The motion to Waive the Reading of the Warrant articles was Adopted at 8:04 PM. (5/1/00)

The Moderator adjourned the May 1, 2000 Annual Town Meeting to Wednesday, May 3, 2000 and this motion was Adopted. 10:46 PM (5/1/00)

The Moderator opened the Year 2000 Annual Town Meeting on May 3, 2000 at 8:02 PM and he motioned for a five (5)

minute Recess since the Assembly had just completed the Recessed May 1, 2000 Special Town Meeting.

The Annual Town Meeting Reconvened at 8:12 PM on Wednesday, May 3, 2000.

There were 172 registered voters and 10 visitors in attendance.

The Moderator called for a Moment of Silence for the Town Officials' and Town Employees' who have passed away during 1999 and who are listed on Pages 3 and 4 of the 1999 Annual Town Report and he included the following names of those who passed away in 2000:

| | |
|---------------------|------------------------------------|
| Clifford Bolton | Retired Tewksbury Police Sergeant |
| Harry Patterson | Tewksbury Cemetery Officer |
| Teresa Lightfoot | Camp Pohelo Counselor in Tewksbury |
| Richard Pete Hanson | Former Member Board of Selectmen |

Board of Selectmen Chairman, Charles Coldwell, made two announcements and encouraged all to attend the:

Senior Center Auction, Friday, May 7;
Tewksbury Food Pantry Supper, Saturday, May 8

SECTION 1

ARTICLE 1

To choose all necessary Town Officers, by ballot, Two (2) members of the Board of Selectmen for three years; One (1) member of the Board of Health for three years; One (1) member of the Housing Authority for five years; One (1) member of the Planning Board for five years; Two (2) members of the School Committee for three years; One (1) member of the Regional Voke School Committee for three years; and Two (2) Trustees Public Library for three years.

Accomplished at the April 1, 2000 Annual Town Election.

SECTION 2

Article 2 Accept the Annual Report

Article 3 Elected Official Salaries.

Article 4 Consent Calendar.

Article 5 Budget Articles (Lottery System for each Department).

Article 6 Budget Related Transfer for the purpose to Reduce the Tax Levy.

Article 7 Budget Related Transfer for the purpose of real estate and personal property revaluation.

Article 8 Budget Related Appropriate or borrow for the purpose of a Town-wide sewer plan.

| | | |
|------------|------------------|--|
| Article 9 | Budget Related | Raise & Appropriate or borrow for the purpose of the redesign and reconstruction the tennis and basketball areas at the Saunders' Park. (Livingston Street area) |
| Article 10 | Budget Related | Raise & Appropriate to formulate and prepare a consolidated plan. |
| Article 11 | Budget Related | Fund for the purpose of providing "Municipal Services for Condominiums and Housing Cooperative Corporations" and amend the Town By-Laws to require and authorize the applicable Boards to execute the proper agreements and documents. |
| Article 12 | Budget Related | Raise and Appropriate or borrow for the purpose of engineering design, supervision and construction of South Street water main between Regina S Drive and Bridge Street. |
| Article 13 | Budget Related | Raise and appropriate or borrow for cleaning, painting and booster pump for Astle Street Water Tower. |
| Article 14 | Budget Related | Appropriate for Chapter 90 roadwork. |
| Article 15 | Budget Related | Raise and appropriate or borrow for sanitary sewer line for new south fire station and Trahan School |
| Article 16 | Personnel By-Law | Amend Section III(e) Salaries & Wages. |
| Article 17 | Personnel By-Law | Amend Section III Classification & Wage Schedule. Salary agreement. |
| Article 18 | Personnel By-Law | Amend and Adopt entire Personnel By-Law. |
| Article 19 | Personnel By-Law | Amend Section III(e) Salaries & Wages: Delete: Coordinator of Elder Affairs Add: Director, Council on Aging. |
| Article 20 | Personnel By-Law | Amend Recreation name change descriptions and change weekly salary to hourly rate. |

ARTICLE 2

To hear and act upon reports of the various town officers; or take any action relative thereto.

Town Manager

Executive Summary: The purpose of the article is to accept the reports of various town officers which were printed in the 1999 Town Report.

A motion was made to Accept the 1999 Annual Town Report and this motion was Adopted. 8:04 PM (5/1/00)

ARTICLE 3

To see if the Town will vote to fix the salaries of several elected officials for the fiscal year 2001.

| | <u>FY00 Present</u> | <u>FY01 Requested</u> |
|-------------------------------|-------------------------|---------------------------|
| <u>BOARD OF HEALTH</u> | | |
| Chairman | 450 | 450 |
| Members (2) | 350 | 350 |
| MODERATOR | 500 | 500 |
| <u>PLANNING BOARD</u> | | |
| Chairman | 1200 | 1200 |
| Members (4) | 850 | 850 |

SCHOOL COMMITTEE

| | | |
|-------------|------|------|
| Chairman | 3000 | 3000 |
| Members (4) | 2500 | 2500 |

SELECTMEN

| | | |
|-------------|------|------|
| Chairman | 6000 | 6000 |
| Members (4) | 5000 | 5000 |

Executive Summary: The purpose of the article is to fix the salaries of certain elected Town officials.

Motion: The Finance Committee motioned to Adopt Article 3 as printed in the FY001 column in the Warrant and this motion was Adopted. 8:05 PM (5/1/00)

ARTICLE 4

Consent Calendar

The Moderator will call out the number of the Articles, one by one. If a voter objects to any particular Article being included in the Consent Calendar, he/she should say the word "HOLD" when the number is called. The Article is removed from the Consent Calendar and restored to its original numbered place in the warrant, to be acted upon, debated and voted in the usual manner. After calling of the individual items in the Consent Calendar, the Moderator shall ask that all the remaining items be passed as a unit by the voters.

(Consent Calendar)

| | | |
|--------------|----------------------------|--|
| Article 4-21 | Sale of Tax Title Property | Authorization to Board of Selectmen. |
| Article 4-22 | Lease/Purchase Agreements | Authorization of Town Manager. |
| Article 4-23 | Lease/License Agreement | Wireless & Cellular Communications Equipment, etc. at South Fire Station. |
| Article 4-24 | Accept Gift & Donation | Accept Grant of Land, Judique Road |
| Article 4-25 | Accept Gift & Donation | Accept Roadway Drainage Easement, Judique Road. |
| Article 4-26 | Accept MGL CH. 40: Sec.22F | Allow certain Municipal Boards to set reasonable fees for Services & Licenses. |
| Article 4-27 | Petition General Court | Street acceptance |

Motion: Finance Committee Chairman, Ray Shaw, motioned to Adopt all of the Consent Calendar Articles but Article 4-27, which is to be Amended.

Articles 4-23, 4-26, and 4-27 were called to be Debated and were returned to there original numbered place in the Warrant.

Articles 4-21, 4-22, 4-24, and 4-25, not called for Debate, were Adopted. 8:07 PM (5/1/00)

ARTICLE 4-21

To see if the Town will vote to authorize the Board of Selectmen to sell, after first giving notice of the time and place in the Town and by posting such notice of sale in some convenient and public place in the Town and advertising for three successive weeks at least fourteen days before the sale property taken by the Town under the tax title procedure, provided that Board of Selectmen or whomever they authorize to hold such public auction shall reject any bid which they deem inadequate and provided that no property shall be sold for less than a minimum of 75% of fair market value. Fair market value, for the purpose of this article, is defined as the value calculated by the Board of Assessors. Fair market value is calculated by the Board of Assessors using supporting formulas and rates. Such formulas and rates, based upon standard real estate and/or assessment valuation procedures, shall be filed with the Town Clerk a minimum of fourteen days prior to the date of bidding or sale, whichever occurs first or take any related action.

Board of Selectmen
Town Manager

Executive Summary: This article is acted on annually and allows the Board of Selectmen to sell Town owned land taken for non-payment of taxes subject to a minimum fair market value.

Motion: The Finance Committee motioned to Adopt Article 4-21.

Voted: Article 4-21 was Adopted. 8:07 PM (5/1/00)

ARTICLE 4-22

To see if the Town will vote to authorize the Town Manager to enter into Lease/Purchase Agreements of up to five years to purchase equipment for Town Departments. Said contracts shall be subject to annual appropriations or take any related action.

Town Manager

Executive Summary: This article is acted on annually and allows the Town Manager to lease/purchase equipment for various Town departments subject to an annual appropriation.

Motion: The Finance Committee motioned to Adopt Article 4-22.

Voted: Article 4-22 was Adopted. 8:07 PM (5/1/00)

ARTICLE 4-23

To see if the Town will vote to authorize the Town Manager to solicit license agreements or the lease of a portion of land known as the South Fire Station (Assessors Map 95, Lot 99) for the installation of wireless and cellular communications equipment, buildings, structures, and appurtenances for a period of up to ten years and that said solicitation shall follow the other requirements of Massachusetts General Laws, Chapter 30B or take any related action.

Town Manager

Executive Summary: In order to lease a facility for more than three years, Massachusetts General Laws Chapter 30B requires Town Meeting to approve this article. The proposed flagpole will be located near the South Fire Station building and the proposed lease will generate a minimum of \$287,000 over ten years.

Motion: The Finance Committee motioned to Adopt Article 4-23.

Mrs. Patricia Meuse motioned to Indefinitely Postpone Article 4-23.

Voted: Mrs. Meuse's motion Failed. 10:35 PM (5/1/00)
Article 4-23 was Adopted. 10:35 PM (5/1/00)

ARTICLE 4-24

To see if the Town will vote to accept the grant of land for Judique Road Extension II from Olympic Construction Inc., as shown on a plan entitled Definitive Subdivision Plan Judique Road Extension II dated March 1993 or take any other action relative thereto. Said plan may be examined at the Planning and Conservation Department located at 999 Whipple Road.

Sean T. Sullivan
Director of Planning and Conservation

Executive Summary: This article would allow the Town to accept a deed for the road right of way for Judique Road Extension II.

Motion: The Finance Committee motioned to Adopt Article 4-24.

Voted: Article 4-24 was Adopted. 8:07 PM (5/1/00)

ARTICLE 4-25

To see if the Town will vote to accept a drainage easement for Judique Road Extension II from Olympic Construction as shown on a plan entitled Definitive Subdivision Plan Judique Road Extension II dated March 1993 or take any other action relative thereto. Said plan may be examined at the Planning and Conservation Department located at 999 Whipple Road.

Sean T. Sullivan
Director of Planning and Conservation

Executive Summary: This article would allow the Town to accept an easement for the purpose of roadway drainage on Judique Road Extension II.

Motion: The Finance Committee motioned to Adopt Article 4-25.

Voted: Article 4-25 was Adopted. 8:07 PM (5/1/00)

ARTICLE 4-26

To see if the Town will vote to accept the provisions of M. G. L. Chapter 40, Section 22F, which will allow certain municipal boards and officers to fix reasonable fees for services and licenses, thereby superseding fees set by statute. The fee schedule shall be posted, in large print, in a conspicuous place, in the appropriate town office.

Board of Health

Executive Summary: Adoption of this article will allow certain municipal boards and officers, such as the Board of Health, to set higher fees than those that may be set by statute, without further action of Town Meeting for approval. For example, A License to Sell Milk and Cream, A Frozen Dessert License, a License to Operate a Mobile Home Park, and a License to Operate a Summer Camp are all set by statute to cost \$10.00 per license. The work required to administer each of these state mandated licenses costs more than the fee currently charged, and adoption will allow the Board to seek a more reasonable fee. All fees collected revert to the General Fund.

Motion: The Finance Committee motioned to Adopt Article 4-26.

Voted: Article 4-26 was Adopted. 10:37 PM (5/1/00)

ARTICLE 4-27

To see if the Town will vote to accept the following streets located in the Town of Tewksbury and to authorize the Board of Selectmen to petition the State Legislature to exempt the Town of Tewksbury from Massachusetts General Laws Chapter 82, Section 23 or take any action relative thereto.

| Street | From | To | Length | Width |
|-------------------------|------------------|-------------------|-------------|------------|
| Adelaide Road | Oak St. | Water St. | 160' | 20' |
| Albert Road | McLaren Road | End | 340' | 30' |
| Autumn Lane | VanBuren Rd. | End | 490' | 40' |
| Brothers Way | Lucille Dr. | End | 190' | 40' |
| Carroll Road | Young St. | McLaren Rd. | 400' | 30' |
| Central Street | Franklin St. | Oak St. | 400' | 30' |
| Clark Relocation Rd. | Clark Rd. | Main St. | 1,220' | 50' |
| Clinton Street | Hillman St. | End | 230' | 40' |
| Cottage Street | School St. | End | 245' | 25' |
| Devonshire Road | Rogers St. | Charles Dr. | 1,049' | 50' |
| Diane Drive | Shawsheen St | End | 440' | 40' |
| Dirlam Lane | Dirlam Cir. | End | 230' | 30' |
| Edison Street | Heath St. | End | 100' | 40' |
| First Street | Maryland Rd. | Town Line. | 950' | 40' |
| Garland Avenue | Astle St. | End | 310' | 40' |
| Glen Avenue | Clyde Ave. | Townline | 110' | 20' |
| Goodell Avenue | Brown St. | End | 250' | 40' |
| Harrison Road | End | End | 830' | 40' |
| Hemlock Road | Townline | End | 130' | 20' |
| Hickory Lane | Lucille Drive | End | 170' | 40' |
| Homestead Lane | Carleton Rd. Ext | End | 460' | 35' |
| Illinois Road | Brown St. | End | 800' | 30' |
| Indian Road | Townline | End | 220' | 40' |
| International Place | North St. | Andover St. | 2,500' | 60' |
| Johnson Road | Van Buren Rd. | End | 550' | 40' |
| Kane Court | Wolcott St. | End | 240' | 40' |
| Kehoe Lane | School St. | End | 110' | 20' |
| Kentucky Road | Georgia Rd. | Maryland Rd. | 400' | 50' |
| Lancaster Drive | Kendall Rd. | Pinnacle St. | 5,200' | 50' |
| Lenox Street | South St. | End | 260' | 30' |
| Leroy Lane | Marston St. | End | 210' | 40' |
| Liberty Road | Oakland Ave. | End | 110' | 35' |
| Louisiana Road | Russell St. | End | 250' | 30' |
| Madison Road | Harrison Rd. | End | 340' | 40' |
| Massachusetts Road | South St. | End | 325' | 40' |
| Meadowlands Court | N. Billerica Rd. | End | 680' | 40' |
| Melrose Avenue | Lowell St. | End | 350' | 40' |
| Nancy Avenue | Brook St. | End | 230' | 40' |
| Nevada Road | Brckett St. | End | 540' | 40' |
| New York Road | First St. | End | 120' | 30' |
| Newton Terrace | Newton Ave. | End | 360' | 40' |
| Nightingale Lane | Euclid Rd. | John St. | 530' | 40' |
| Norfolk Street | Townline | End | 120' | 40' |
| Oak Road | Heath St. | End | 340' | 40' |
| Palm Drive | Heath St. | Coolidge St. | 510' | 40' |
| Pumpkin Lane | South St. | End | 200' | 40' |
| Rosewood Avenue | Carroll Rd. | End | 250' | 30' |
| Ruby's Way | Wolcott St. | End | 260' | 30' |
| Ruskin Street | Linden Rd. | Bellevue Rd. | 270' | 20' |
| Ryans Way | McLaren Rd | End | 250' | 20' |
| Sandpiper Lane | Andover St. | End | 400' | 40' |
| Sarno Lane | Greenhalge St. | End | 273' | 40' |
| Sciarappa Way | Mitchell G. Dr. | Mitchell G. Dr. | 800' | 50' |
| Seneca Road | Kennedy Rd. | Navillus Rd. | 925' | 50' |
| Shady Lane | Rounsevell Rd. | End | 280' | 50' |
| Shamrock Road | Florida Rd. | Georgia Rd. | 190' | 50' |
| Taft Road | Hill St. | Wilson Rd. | 340' | 40' |
| TewMac Terrace | Wolcott St. | End | 224' | 40' |
| Thrd Street | Brown St. | End | 150' | 30' |
| Trudeau Lane | Franklin St. | Oak St. | 270' | 20' |

| | | | | |
|----------------|---------------|----------|--------|-----|
| Tyler Road | Van Buren Rd. | End | 320' | 40' |
| Utah Road | Brown St. | End | 275' | 30' |
| Vermont Lane | Wolcott St. | End | 240' | 40' |
| Village Street | Clark Rd. | Townline | 430' | 40' |
| Waldo Road | Pinedale Ave. | End | 400' | 40' |
| Walter Street | Jay St. | End | 140' | 40' |
| Whelan Road | South St. | Ash St. | 150' | 40' |
| Willow Street | South St. | End | 1,080' | 25' |

Executive Summary: This article, if voted, will allow for the acceptance of all Streets that were not included in previous articles. In the past the Town did not accept streets, this has created a problem where state funds cannot be used to repave these streets now or in the future.

Motion: The Finance Committee motioned to Amend Article 4-27 and Adopt Article 4-27, as Amended.
Mrs. Geraldine Murphy motioned to Indefinitely Postpone Article 4-27.
Planning Director, Sean Sullivan motioned to Delete Ruskin Street from Article 4-27.

A motion was made to Move the Question and this motion was Adopted at 10:42 PM (5/1/00)

Voted: Mr. Sullivan's motion to Delete Ruskin Street Failed. 10:43 PM (5/1/00)
Mrs. Murphy's motion for Indefinite Postponement Failed. 33 YES, 61 NO 10:45 PM (5/1/00)
The Finance Committee's Amendment was Adopted. 10:45 PM (5/1/00)
Article 4-27 was Adopted, as Amended. 10:46 PM (5/1/00)

FINANCE COMMITTEE'S AMENDMENT:

First Street - change from "To New York Rd." to "To Town Line"

First Street - change length from 800 to 950 feet

Sarno Lane - change length from 50 to 273 feet

Tew Mac Terr. = change length from 175 to 224 feet

Correct the spelling of Nightengale Lane to Nightingale Lane.

****The Finance Committee's Amendment has been incorporated into Warrant Article 4-27.**

ARTICLE 5

Budget

To see what sums the Town will raise and appropriate, transfer or otherwise provide, for its necessary and expedient purposes as designated hereafter, and to direct that these funds be expended only for such purposes under the direction of the respective boards, committees and officers for the fiscal year which begins July 1, 2000 or take any related action.

| | <u>Actual</u> | <u>FY2000 Adopted</u> | <u>FY2001 Requests</u> | <u>FY2001 Mgr. Recom</u> |
|-------------------------|---------------|---------------------------|----------------------------|------------------------------|
| 1. Moderator | | | | |
| Salaries | 500 | 500 | 500 | 500 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 15 | 100 | 100 | 100 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 |
| (Dept. Total) | 515 | 600 | 600 | 600 |
| 2. Selectmen | | | | |
| Salaries | 24108 | 33457 | 33457 | 30000 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 68067 | 77375 | 78044 | 78044 |
| Out State Travel | 0 | 0 | 0 | 0 |
| Line Items(Legal/NMCOG) | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 |
| (Dept. Total) | 92175 | 110832 | 111501 | 108044 |
| 3. Town Manager | | | | |
| Salaries | 203635 | 282396 | 286827 | 286827 |
| New Employees | 61926 | 0 | 0 | 0 |
| Operating | 3510 | 4107 | 3990 | 3990 |
| Out State Travel | 0 | 0 | 0 | 0 |
| Line Items | | | | |
| Rubbish Collection | 0 | 0 | 0 | 0 |

| | <u>Actual</u> | <u>FY2000 Adopted</u> | <u>FY2001 Requests</u> | <u>FY2001 Mgr. Recom</u> |
|-----------------------------------|---------------|---------------------------|----------------------------|------------------------------|
| Rubbish Disposal | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 |
| (Dept. Total) | 269071 | 286503 | 290817 | 290817 |
| 4. Administrative Services | | | | |
| Salaries | 78757 | 86756 | 86418 | 86418 |
| New Employees | 0 | 0 | 27953 | 0 |
| Operating | 4782 | 21400 | 24300 | 7800 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 680 | 2000 | 1700 | 1200 |
| (Dept. Total) | 84219 | 110156 | 140371 | 95418 |
| 5. Finance Committee | | | | |
| Salaries | 2481 | 3090 | 3090 | 3090 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 1114 | 1560 | 1560 | 1560 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 |
| (Dept. Total) | 3595 | 4650 | 4650 | 4650 |
| 6. Reserve Fund | | | | |
| Salaries | 0 | 0 | 0 | 0 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 0 | 91205 | 100000 | 100000 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 |
| (Dept. Total) | 0 | 91205 | 100000 | 100000 |
| 7. Accounting | | | | |
| Salaries | 135169 | 152875 | 148841 | 145341 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 2663 | 5015 | 7543 | 7243 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items(Recd Binding) | 0 | 0 | 0 | 0 |
| Outlay | 680 | 500 | 0 | 0 |
| (Dept. Total) | 138512 | 158390 | 156384 | 152584 |
| 8. Computer System | | | | |
| Salaries | 85283 | 93915 | 96168 | 96168 |
| New Employees | 0 | 0 | 27953 | 0 |
| Operating | 49741 | 50700 | 71200 | 66200 |
| Out/State Travel | 0 | 0 | 1500 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 52712 | 75000 | 96700 | 75000 |
| (Dept. Total) | 187736 | 219615 | 293521 | 237368 |
| 9. Technology Committee | | | | |
| Salaries | 316 | 1000 | 1000 | 0 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 0 | 0 | 0 | 0 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 |
| (Dept. Total) | 316 | 1000 | 1000 | 0 |

| | <u>Actual</u> | <u>FY2000 Adopted</u> | <u>FY2001 Requests</u> | <u>FY2001 Mgr. Recom</u> |
|--------------------------------|---------------|---------------------------|----------------------------|------------------------------|
| 10. Assessors | | | | |
| Salaries | 207018 | 237430 | 249762 | 243558 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 17568 | 24450 | 26400 | 26400 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items(Reval.) | 0 | 0 | 0 | 0 |
| Outlay | 0 | 500 | 0 | 0 |
| (Dept. Total) | 224586 | 262380 | 276162 | 269958 |
| 11. Treasurer-Collector | | | | |
| Salaries | 307747 | 334193 | 331537 | 331537 |
| New Employees | 0 | 0 | 22143 | 0 |
| Operating | 153484 | 214700 | 214700 | 214700 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items(Book Bind.) | 0 | 0 | 0 | 0 |
| Employee Training Sem. | 0 | 0 | 0 | 0 |
| Outlay | 0 | 11848 | 8000 | 8000 |
| (Dept. Total) | 461231 | 560741 | 576380 | 554237 |
| 12. Town Counsel | | | | |
| Salaries | 0 | 0 | 0 | 0 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 75433 | 95093 | 95000 | 95000 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 |
| (Dept. Total) | 75433 | 95093 | 95000 | 95000 |
| 13. Personnel Board | | | | |
| Salaries | 0 | 0 | 0 | 0 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 0 | 200 | 200 | 200 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items(Print.By-law) | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 |
| (Dept. Total) | 0 | 200 | 200 | 200 |
| 14. Town Clerk | | | | |
| Salaries | 155011 | 171942 | 182225 | 176878 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 11495 | 12644 | 13900 | 13900 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 0 | 6277 | 0 | 0 |
| (Dept. Total) | 166506 | 190863 | 196125 | 190778 |
| 15. Election | | | | |
| Salaries | 23450 | 17394 | 28184 | 28184 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 14998 | 5750 | 6700 | 6700 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 |
| (Dept. Total) | 38448 | 23144 | 34884 | 34884 |

| | <u>Actual</u> | <u>FY2000 Adopted</u> | <u>FY2001 Requests</u> | <u>FY2001 Mgr. Recom</u> |
|--|---------------|---------------------------|----------------------------|------------------------------|
| 16. Board of Registrars | | | | |
| Salaries | 2650 | 2650 | 2650 | 2650 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 1656 | 2270 | 2430 | 2430 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 |
| (Dept. Total) | 4306 | 4920 | 5080 | 5080 |
| 17. Conservation Commission | | | | |
| Salaries | 2828 | 37276 | 43488 | 39888 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 741 | 2400 | 2400 | 2400 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 |
| (Dept. Total) | 3569 | 39676 | 45888 | 42288 |
| 18. Planning & Conservation | | | | |
| Salaries | 106038 | 103285 | 105515 | 104415 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 7513 | 8650 | 11900 | 9500 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items(N.M.A.C.) | 0 | 0 | 0 | 0 |
| Outlay | 3000 | 1000 | 2419 | 0 |
| (Dept. Total) | 116551 | 112935 | 119834 | 113915 |
| 19. Board of Appeals | | | | |
| Salaries | 2393 | 4000 | 4000 | 4000 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 1572 | 1800 | 1800 | 1800 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 |
| (Dept. Total) | 3965 | 5800 | 5800 | 5800 |
| 20. Aux. Buildings | | | | |
| Salaries | 0 | 0 | 0 | 0 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 3958 | 19000 | 38512 | 38512 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 |
| (Dept. Total) | 3958 | 19000 | 38512 | 38512 |
| 21. Industrial Comm. | | | | |
| Salaries | 0 | 0 | 0 | 0 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 0 | 0 | 0 | 0 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 |
| (Dept. Total) | 0 | 0 | 0 | 0 |
| 22. Cable Television | | | | |
| Salaries | 2353 | 2885 | 2500 | 2500 |
| New Employees | 0 | 0 | 0 | 0 |

| | <u>Actual</u> | <u>FY2000 Adopted</u> | <u>FY2001 Requests</u> | <u>FY2001 Mgr. Recom</u> |
|-----------------------------|----------------|---------------------------|----------------------------|------------------------------|
| Operating | 2425 | 10075 | 10460 | 10460 |
| Out State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 |
| (Dept. Total) | 4778 | 12960 | 12960 | 12960 |
| 23. Town Hall | | | | |
| Salaries | 20139 | 20951 | 20951 | 20951 |
| New Employees | 0 | 0 | 6589 | 0 |
| Operating | 56837 | 57286 | 56929 | 56929 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 1603 | 0 | 50000 | 0 |
| (Dept. Total) | 78579 | 78237 | 134469 | 77880 |
| 24. Police | | | | |
| Salaries | 3743991 | 4251068 | 4521116 | 4386734 |
| New Employees | 0 | 0 | 25117 | 0 |
| Operating | 225598 | 254960 | 321787 | 261891 |
| Out State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 103858 | 133400 | 318930 | 147000 |
| (Dept. Total) | 4073447 | 4639428 | 5186950 | 4795625 |
| 25. Auxiliary Police | | | | |
| Salaries | 0 | 0 | 0 | 0 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 1637 | 1850 | 1920 | 1820 |
| Out State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 |
| (Dept. Total) | 1637 | 1850 | 1920 | 1820 |
| 26. Fire | | | | |
| Salaries | 3110258 | 3230018 | 3281205 | 3235525 |
| New Employees | 0 | 0 | 149337 | 0 |
| Operating | 270050 | 164590 | 229240 | 197240 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items(Mutual Aid) | 0 | 0 | 0 | 0 |
| Fire Alarm Maint. | 0 | 0 | 0 | 0 |
| North Station Maint. | 0 | 0 | 0 | 0 |
| Engine Repairs | 0 | 0 | 0 | 0 |
| Fire Prev. Wk. | 0 | 0 | 0 | 0 |
| Ambulance Billing | 0 | 0 | 0 | 0 |
| Physicals | 0 | 0 | 0 | 0 |
| Outlay | 4800 | 110387 | 389258 | 133308 |
| (Dept. Total) | 3385108 | 3504995 | 4049040 | 3566073 |
| 27. Building | | | | |
| Salaries | 271072 | 275022 | 294626 | 294626 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 8968 | 10655 | 14340 | 11540 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 1936 | 0 | 0 | 0 |
| (Dept. Total) | 281976 | 285677 | 308966 | 306166 |

| | <u>Actual</u> | <u>FY2000 Adopted</u> | <u>FY2001 Requests</u> | <u>FY2001 Mgr. Recom</u> |
|------------------------------------|-----------------|---------------------------|----------------------------|------------------------------|
| 28. Weights & Measures | | | | |
| Salaries | 0 | 0 | 0 | 0 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 0 | 0 | 0 | 0 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 |
| (Dept. Total) | 0 | 0 | 0 | 0 |
| 29. Emergency Management | | | | |
| Salaries | 3704 | 4025 | 4025 | 4025 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 7463 | 12020 | 14538 | 14538 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 5000 | 0 |
| (Dept. Total) | 6500 | 16045 | 23563 | 18563 |
| 30. Dog Officer | | | | |
| Salaries | 43545 | 45430 | 47703 | 46703 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 3399 | 4000 | 4800 | 4000 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 800 | 0 | 0 | 0 |
| (Dept. Total) | 47744 | 49430 | 52503 | 50703 |
| 31. Parking Clerk | | | | |
| Salaries | 0 | 0 | 2000 | 0 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 1003 | 2705 | 1565 | 1565 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 |
| (Dept. Total) | 1003 | 2705 | 3565 | 1565 |
| 32. School | | | | |
| Salaries | 15726200 | 18325742 | 19801504 | 18575742 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 5678204 | 6271149 | 7137308 | 6532466 |
| Out/State Travel | 3877 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 152485 | 102019 | 90702 | 90702 |
| (Dept. Total) | 21560766 | 24698910 | 27029514 | 25198910 |
| 33. Special School Projects | | | | |
| Salaries | 2808 | 4000 | 4000 | 4000 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 0 | 200 | 200 | 200 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items(Boiler Repl.) | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 |
| (Dept. Total) | 2808 | 4200 | 4200 | 4200 |
| 34. Public Works | | | | |
| Salaries | 1945830 | 2020312 | 2069292 | 2068492 |
| New Employees | 0 | 0 | 138062 | 0 |

| | <u>Actual</u> | <u>FY2000 Adopted</u> | <u>FY2001 Requests</u> | <u>FY2001 Mgr. Recom</u> |
|---|----------------|---------------------------|----------------------------|------------------------------|
| Operating | 1410369 | 1554215 | 1616400 | 1577400 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items | | | | |
| Town Shr.Lowell Sewer | 0 | 0 | 0 | 0 |
| Snow/Ice Control | 0 | 0 | 0 | 0 |
| Sewer/Well Proj. | 0 | 0 | 0 | 0 |
| Testing of Wells | 0 | 0 | 0 | 0 |
| Purchase of Water | 0 | 0 | 0 | 0 |
| Lar. Wtr. Meter Repl. | 0 | 0 | 0 | 0 |
| Sewer Coordinator | 0 | 0 | 0 | 0 |
| Wtr./Swr. Billing | 0 | 0 | 0 | 0 |
| Road Resurfacing | 0 | 0 | 0 | 0 |
| L.A./F.E. Loader | 0 | 0 | 0 | 0 |
| Hol./Dec. Acct. | 0 | 0 | 0 | 0 |
| Outlay | 77372 | 256965 | 469864 | 134992 |
| (Dept. Total) | 3433571 | 3831492 | 4293618 | 3780884 |
| 35. Street Lighting | | | | |
| Salaries | 0 | 0 | 0 | 0 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 119952 | 138529 | 138529 | 138529 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 |
| (Dept. Total) | 119952 | 138529 | 138529 | 138529 |
| 36. Cemeteries | | | | |
| Salaries | 0 | 0 | 0 | 0 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 1600 | 1600 | 1600 | 1600 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 |
| (Dept. Total) | 1600 | 1600 | 1600 | 1600 |
| 37. Snow & Ice | | | | |
| (Dept. Total) | 232602 | 200004 | 200005 | 200005 |
| 38. Solid Waste | | | | |
| Salaries | 0 | 0 | 0 | 0 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 1688358 | 2324905 | 2345905 | 2345905 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 |
| (Dept. Total) | 1688358 | 2324905 | 2345905 | 2345905 |
| 39. Foster School/Sewer Projects | | | | |
| Salaries | 0 | 0 | 0 | 0 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 0 | 0 | 0 | 0 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 |
| (Dept. Total) | 0 | 0 | 0 | 0 |

| | <u>Actual</u> | <u>FY2000 Adopted</u> | <u>FY2001 Requests</u> | <u>FY2001 Mgr. Recom</u> |
|---|---------------|---------------------------|----------------------------|------------------------------|
| 40. Health | | | | |
| Salaries | 148565 | 176327 | 189729 | 183683 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 21049 | 28900 | 40900 | 32200 |
| Out/State Travel | 0 | 0 | 800 | |
| Line Items(MntlHlth/HazWst) | 0 | 0 | 0 | 0 |
| Hazd. Waste | 0 | 0 | 0 | 0 |
| Outlay | 963 | 0 | 1000 | 0 |
| (Dept. Total) | 170577 | 205227 | 232429 | 215883 |
| 41. Community Action | | | | |
| Salaries | 0 | 0 | 0 | 0 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 0 | 0 | 0 | 0 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 |
| (Dept. Total) | 0 | 0 | 0 | 0 |
| 42. Council on Elderly | | | | |
| Salaries | 109249 | 121051 | 127560 | 125879 |
| New Employees | 0 | 0 | 23359 | 0 |
| Operating | 46600 | 53422 | 57793 | 54793 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items(Jan. Serv.) | 0 | 0 | 0 | 0 |
| Merr. Val. Homecare | 0 | 0 | 0 | 0 |
| Ann. Christ. Dinner | 0 | 0 | 0 | 0 |
| Retired Sr. Vol. Prog. | 0 | 0 | 0 | 0 |
| Outlay | 0 | 6744 | 751 | 751 |
| (Dept. Total) | 155849 | 181217 | 209463 | 181423 |
| 43. Veterans/Administrative Services | | | | |
| Salaries | 46513 | 51177 | 53852 | 53852 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 0 | 0 | 0 | 0 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items(Vet. Aid) | 84116 | 66000 | 80000 | 80000 |
| Outlay | 0 | 0 | 0 | 0 |
| (Dept. Total) | 130629 | 117177 | 133852 | 133852 |
| 44. Exceptional Children | | | | |
| Salaries | 16136 | 18195 | 19865 | 19865 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 10798 | 10752 | 12900 | 11000 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 |
| (Dept. Total) | 26934 | 28947 | 32765 | 30865 |
| 45. Patriotic Activities Committee | | | | |
| Salaries | 0 | 0 | 0 | 0 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 24969 | 36000 | 38000 | 36000 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 |
| (Dept. Total) | 24969 | 36000 | 38000 | 36000 |

| | <u>Actual</u> | <u>FY2000 Adopted</u> | <u>FY2001 Requests</u> | <u>FY2001 Mgr. Recom</u> |
|---------------------------------------|-----------------|---------------------------|----------------------------|------------------------------|
| 46. Homecoming Committee | | | | |
| Salaries | 0 | 0 | 0 | 0 |
| Operating | 12241 | 15300 | 15300 | 15300 |
| Outlay | 0 | 0 | 0 | 0 |
| (Dept. Total) | 12241 | 15300 | 15300 | 15300 |
| 47. Library | | | | |
| Salaries | 426453 | 582672 | 640581 | 640581 |
| New Employees | 0 | 0 | 101539 | 0 |
| Operating | 170577 | 250250 | 303750 | 268250 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items(Automation) | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 18000 | 0 |
| (Dept. Total) | 597030 | 832922 | 1063870 | 908831 |
| 48. Library Building Committee | | | | |
| Salaries | 736 | 250 | 250 | 250 |
| Operating | 326 | 50 | 50 | 50 |
| Outlay | | | | |
| (Dept. Total) | 1062 | 300 | 300 | 300 |
| 49. Recreation | | | | |
| Salaries | 74041 | 97133 | 102072 | 102072 |
| New Employees | 0 | 0 | 0 | 0 |
| Operating | 44918 | 63900 | 68800 | 56400 |
| Out/State Travel | 0 | 0 | 0 | 0 |
| Line Items(Programs) | 0 | 0 | 0 | 0 |
| Outlay | 12116 | 0 | 0 | 0 |
| (Dept. Total) | 131075 | 161033 | 170872 | 158472 |
| Dept. Totals | 38045487 | 43666793 | 48176867 | 44522447 |
| 50. Unclassified | | | | |
| Maturing Debt | 3248080 | 3245522 | 3359000 | 3359000 |
| Interest-Maturing Debt | 1712703 | 1753962 | 2120300 | 2120300 |
| Interest Temporary Loans | 131826 | 300000 | 178000 | 178000 |
| Regional Vocational School | 3420465 | 3060435 | 2975544 | 2975544 |
| Occupational Injury Resv. | 93588 | 40000 | 40000 | 40000 |
| Unemployment Compensation | 3833 | 16130 | 16130 | 16130 |
| Group Insurance | 3040797 | 3440797 | 5118688 | 5118688 |
| Medicare Tax | 188554 | 207000 | 240000 | 240000 |
| Fire/Liability Ins. | 244407 | 252458 | 260338 | 260338 |
| County Retire. Asses | 1645309 | 1734741 | 1736322 | 1736322 |
| (Dept. Total) | 13729562 | 14051045 | 16044322 | 16044322 |
| ATM Total Budget | 51775049 | 57717838 | 64221189 | 60566769 |

**ADOPTED BUDGET FOR THE FISCAL YEAR 2001
(JULY 1, 2000 – JUNE 30, 2001)**

TOTAL BUDGET – ARTICLE 5 - \$57,717,838.00

Executive Summary: The purpose of the Article is to fund various department budgets for FY01.

Motion: The Finance Committee motioned to -0- fund the FY2001 budget.

The Moderator informed the Assembly that he would read the Department Budgets listed under Article 5 and if any voter wishes to Debate any budget to call out Debate and he would set that budget aside.

The Finance Committee motioned to Debate all the department budgets.

The Moderator motioned to Recess the 2000 Annual Town Meeting to act on the May 1, Special Town Meeting and this motion was Seconded and Adopted at 8:15 PM (5/1/00)

The Annual Town Meeting Reconvened at 8:26 PM (5/1/00)

The Finance Committee motioned to Withdraw their Debate of all Departments' Budgets and Adopt the budget listed in the column headed "FY2000 Adopted" appropriation with a total amount of \$57,717,838, as recommended by the Finance Committee.

Voted: The Finance Committee's motion and recommendation was Adopted. 8:45 PM (5/1/00)

**APPROPRIATION CERTIFICATE – 2000 ANNUAL TOWN MEETING
MAY 1 & 3, 2000**

| <u>ARTICLE</u> | <u>RAISE & APPROPRIATE</u> | <u>TRANSFER FROM</u> | <u>BORROW</u> |
|---|------------------------------------|------------------------------|-----------------------|
| 5. BUDGET | 57,717,838.00 | | |
| 7. Revaluation Real Estate & Personal Property | | \$25,000.000 Overlay Surplus | |
| 9. Redesign & Reconstruction Tennis & Basketball Areas Livingston St. Park | | | \$100,000.00 |
| 12. Construction of Watermain on South Street Between Regina S. Dr. & Bridge Street | | | \$250,000.00 |
| 13. Engineering, Cleaning & Painting Astle Street Water Tower & Installing Booster Pump | | | \$360,000.00 |
| 15. Construction of Sanitary Sewer Line at New Fire Station & Trahan School & Paving Parking Lot at Trahan School | | | \$325,000.00 |
| <hr/> | | | |
| RAISE & APPROPRIATE | \$57,717.838.00 | | |
| <hr/> | | | |
| TRANSFER FROM OVERLAY SURPLUS | | \$25,000.00 | |
| <hr/> | | | |
| BORROW | | | \$1,035,000.00 |

**APPROPRIATION CERTIFICATE – FISCAL 2001
RECAPITULATION**

| | |
|---|------------------------|
| TAX LEVY (TOTAL RAISE & APPROPRIATE) | \$57,717,838.00 |
| NET TAX LEVY | \$57,717,838.00 |

ATTEST:
ELIZABETH A. CAREY, CMC, CMMC
TOWN CLERK

ARTICLE 6

To see if the Town will vote to transfer from the E&D account the total sum of \$900,000 to be used by the Assessors to reduce the current tax levy or take any related action.

Town Manager

Executive Summary: This article allows the Town to utilize funds that were considered available as of June 30, 1999 to balance the FY01 budget.

Motion: The Finance Committee motioned to Adopt Article 6 and Transfer \$900,000 for the purpose of Article 6.

Voted: The Finance Committee's motion was Defeated.
8:47 PM (5/1/00)

Point of Order: At this time Chief Assessor Norman Boudreau conveyed to the Assembly that the Town still has to function and must conduct its' business.

ARTICLE 7

To see if the Town will vote to transfer from Overlay Surplus the sum of \$25,000 for real estate and personal property revaluation FY2001 update in the Town of Tewksbury. Said funds to be placed in the Revaluation Account and expended for completion of the state mandated tri-annual revaluation program, or take any other action relative thereto.

Board of Assessors

Executive Summary: To provide funds to do the State mandated tri-annual assessment of Town properties. While staff does the residential properties, the Department needs to hire outside consultants to assist in assessing commercial and industrial properties.

Motion: The Finance Committee motioned to Adopt and Transfer \$25,000 for the purpose of Article 7.
Seven (7) voters challenged the voice vote.
8:48 PM (5/1/00)

Voted: Article 7 was Adopted. 325 YES 4 NO
8:53 PM (5/1/00)

ARTICLE 8

To see if the Town will appropriate \$290,000 by borrowing or otherwise, for the purpose of developing a Town-wide sewer plan, or take any other action relative thereto.

Town Manager

Executive Summary: The Massachusetts Department of Environmental Protection now requires this if the Town plans on sewerage the entire town. It is unlikely that the entire Town will be sewerage over the next ten years due to the public opinion survey and public hearings done in 1999. Additionally, this expenditure will not result in the construction of any sewers. For these reasons and others, I will recommend defeat of this article.

Motion: The Finance Committee motioned to Indefinitely Postpone Article 8.

Voted: Article 8 was Indefinitely Postponed.
8:54 PM (5/1/00)

ARTICLE 9

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$ 100,000 to be expended by Department of Public Works for the purpose of the redesign and reconstruction of the tennis and basketball areas at the Saunders' Park (also known as Livingston Street Park) including lights and fencing and all other costs incidental and related thereto, and that to meet an appropriation under this article, the Treasurer, with the approval of the Selectmen, is hereby authorized to borrow said amount under and pursuant to Chapter 44, Section 7 (25) of the General Laws of the Commonwealth of Massachusetts, or any other authority, and to issue bonds or notes of the Town therefore, or take any other action relative thereto.

Town Manager

Executive Summary: This article would provide funds to replace the tennis courts and basketball courts with new facilities.

Motion: The Finance Committee motioned to Adopt Article 9 and Raise by Borrowing \$100,000.
Treasurer-Collector Warren Carey submitted a document with the correct and exact wording, to be written into Article 9, as recommended by Bond Counsel.

Voted: The Treasurer's document was Adopted.
8:55 PM (5/1/00)

A motion was made to Move the Question and this motion was Adopted.
9:12 PM (5/1/00)

A motion was made to conduct a Secret Ballot and this motion Failed.
9:13 PM (5/1/00)

Voted: Article 9 was Adopted, with the correct and exact wording as submitted by the Treasurer.
401 YES 40 NO (2/3's vote required: 294)
9:17 PM (5/1/00)

Exact Wording: That the Town appropriate the sum of \$100,000 to be expended by the Department of Public Works for the purpose of the redesign and reconstruction of the tennis and basketball areas at the Saunders' Park (also known as Livingston Street Park) including lights and fencing and all other costs incidental and related thereto, and that to meet this appropriation, the Treasurer, with the approval of the Selectmen, is hereby authorized to borrow said amount under and pursuant to Chapter 44, Section 7 (25) of the General Laws of the Commonwealth of Massachusetts, or any other authority, and to issue bonds or notes of the Town therefore.

ARTICLE 10

To see if the town will vote to raise and appropriate funds to formulate and prepare a consolidated plan, or take any other action relative thereto.

Council on Aging
Tewksbury Housing Authority
Tewksbury Affordable Housing Committee

Executive Summary: Preparing a consolidated plan will allow the Town of Tewksbury to seek and secure Federal funds, administrated by state agency and or community development sector, in the form of block grants and loans for the upgrade and or development of affordable housing, infrastructure, public amenities, community buildings and or obtain low interest loans or funds for the town, its residents or others to convert, renovate or upgrade existing housing both public and private.

Motion: The Finance Committee motioned to Indefinitely Postpone Article 10.

Voted: Article 10 was Indefinitely Postponed.
9:19 PM (5/1/00)

Moderator:Before we act on Article 11 we will act on Article 35.

ARTICLE 11

To see if the Town will raise and appropriate, transfer and appropriate from available funds, transfer and appropriate from the stabilization fund, and/or borrow a certain sum of money for the purpose of implementing the prior Article of this Special Town Meeting (the Article entitled "Municipal Services for Condominiums and Housing Cooperative Corporations" and amending the own of Tewksbury By-Laws) and to see if The Town will vote to require and authorize the Board of Selectmen, Board of Health, Public Works and any and all other applicable Boards or Departments within the Town of Tewksbury with jurisdiction over the areas set forth therein; to execute all necessary and proper agreements and documents for the purpose of implementing said Article; or act in relation thereto:

Anthony J. Ippolito and Others

Executive Summary: The proposed Warrant Article would fund, as determined by Town Meeting, the amount of money necessary to comply with the previous Article.

Motion: A motion was made to Withdraw Article 11.

Voted: Article 11 was Withdrawn. 10:02 PM (5/1/00)

Moderator:Before we continue with Article 12 we will take a five minute Recess. 10:02 PM (5/1/00)

The Moderator Reconvened the 2000 Annual Town Meeting at 10:07 PM (5/1/00)

ARTICLE 12

To see if the Town will vote to appropriate and raise by borrowing the sum of Two Hundred Fifty Thousand (\$250,000.00) dollars for the Engineering design, supervision of construction, construction of a watermain on South Street between Regina S. Drive and Bridge Street and costs incidental and related thereto; that to raise such appropriation the Treasurer, with the approval of the Selectmen, be authorized to borrow Two Hundred Fifty Thousand (\$250,000.00) dollars under and pursuant to Chapter 44, Section 8 of the Massachusetts General Laws, as amended or any other enabling authority, and to issue bonds or notes of the Town therefor. The Town Manager shall have full power and authority to carry out the project described in this vote and enter into contracts and expend the money appropriated or otherwise made available for such purpose, or take any other action relative thereto.

Town Manager

Executive Summary: This article will allow for the replacement of the existing Transite Paper Pipe with ductile iron pipe if voted so as to decrease the number of water breaks between Regina S. Dr. and Bridge St.

Motion: The Finance Committee motioned to Adopt Article 12 and Borrow \$250,000 and include the correct and exact wording as submitted by Town Treasurer Warren Carey and as Recommended by Bond Counsel.

Voted: The correct and exact wording as submitted by the Town Treasurer and as Recommended by Bond Counsel was Adopted. 10:16 PM (5/1/00)
Article 12 was Adopted, with the submitted correct and exact wording, by a Unanimous Vote.
30 YES -0- NO 10:17 PM (5/1/00)

Exact Wording: That the Town appropriate the sum of Two Hundred Fifty thousand (\$250,000.00) dollars for the engineering, design, supervision of construction, construction of a watermain on South Street between Regina S. Drive and Bridge Street and costs incidental and related thereto; that to

raise such appropriation, the Treasurer, with the approval of the Selectmen, is hereby authorized to borrow Two Hundred Fifty Thousand (\$250,000.00) dollars under and pursuant to Chapter 44, Section 8 of the Massachusetts General Laws, as amended, or any other enabling authority, and to issue bonds or notes of the Town therefor; and that the Town Manager shall have full power and authority to carry out the project described in this vote and to enter into contracts and expend the money appropriated or otherwise made available for such purpose.

ARTICLE 13

To see if the Town will vote to appropriate and raise by borrowing the sum of Three Hundred Sixty Thousand dollars (\$360,000.00) for Engineering design, cleaning and painting of interior and exterior and the installation of a booster pump for the Astle Street Water Tower and costs incidental and related thereto; that to raise such appropriation the Treasurer, with the approval of the Selectmen be authorized to borrow Three Hundred Sixty Thousand Dollars \$360,000.00 under and pursuant to Chapter 44, Section 7C of the Massachusetts General Laws, as amended, or any other enabling authority, and to issue bonds or notes of the Town therefor. The Town Manager shall have full power and authority to carry out the project described in this vote, and enter into contracts and expend the money appropriated or otherwise made available for such purpose, or take any other action relative thereto.

Town Manager

Executive Summary: This article will allow for the cleaning and painting of the Astle Street Water Tower and also the installation of a booster pump to move water in and out of tank to improve water quality availability and eliminate any icing of stand pipe. Since the water tank was constructed in the early 1960's, there has been no requirement to provide major maintenance on this facility until now.

Motion: The Finance Committee motioned to Adopt Article 13 and Borrow \$360,000.

Treasurer-Collector Warren Carey submitted the correct and exact wording as recommended by Bond Counsel.

Voted: The correct and exact wording as submitted by the Treasurer and recommended by Bond Counsel was Adopted. 10:17 PM (5/1/00)

Article 13 was Adopted, with the correct and exact wording as submitted by the Treasurer.

50 YES 2 NO (2/3's vote required: 35)

10:19 PM (5/1/00)

Exact Wording: That the Town appropriate and raise by borrowing the sum of Three Hundred Sixty Thousand dollars (\$360,000.00) for engineering design, cleaning and painting of interior and exterior and the installation of a booster pump for the Astle Street Water Tower and costs incidental and related thereto; that to raise such appropriation, the Treasurer, with the

approval of the Selectmen, is hereby authorized to borrow Three Hundred Sixty Thousand Dollars (\$360,000.00) under and pursuant to Chapter 44, Section 7C of the Massachusetts General Laws, as amended, or any other enabling authority, and to issue bonds or notes of the Town therefor; and that the Town Manager shall have full power and authority to carry out the project described in this vote, and enter into contracts and expend the money appropriated or otherwise made available for such purpose.

ARTICLE 14

To see if the Town will vote: (1) to appropriate a sum of money to survey, design and undertake repairs to roads and bridges under the provisions of Chapter 90 of the Massachusetts General Laws, and to obtain any material and/or services incidental thereto; (2) to authorize the Board of Selectmen to acquire easements in conjunction therewith by the purchase, gift, lease, eminent domain, or otherwise; (3) in furtherance of the project(s), to authorize the Board of Selectmen to apply for, accept and expend any federal, state and/or private grants without further appropriation thereof; and (4) to determine whether said appropriation shall be raised by transfer from available funds or by borrowing; or take any action relative thereto.

Town Manager

Executive Summary: Each year the state indicates the amount it will allot to cities and town for roadwork under Chapter 90. This article authorizes the town to spend these funds.

Motion: The Finance Committee motioned to Adopt Article 14.

Voted: Article 14 was Adopted. 10:20 PM (5/1/00)

ARTICLE 15

To see if the Town will vote to appropriate and raise by borrowing the sum of Three Hundred Twenty Five Thousand Dollars (\$325,000.00) for construction and supervision of construction of a sanitary sewer line for the New Fire Station and Trahan School, paving of Trahan School parking lot and costs incidental and related thereto; said sanitary sewer line to be constructed on Town owned land on South Street and Salem Road; that to raise such appropriation, the Treasurer, with the approval of the Selectmen, be authorized to borrow Three Hundred Twenty Five Thousand (\$325.00.00) under and pursuant to Chapter 44, Section 7 (1) of the Massachusetts Federal Laws, as amended, or any other enabling authority, and to issue bonds or notes of the Town therefor. The Town Manager shall have full power and authority to carry out the project described in this vote and enter into contracts and expend the money appropriated or otherwise made available for such purpose, or take any other action relative thereto.

Town Manager

Executive Summary: This article allows the Town to borrow up to Three Hundred Twenty Five Thousand (\$325,000.00) to tie the new South Fire Station and the Trahan School into the Town's Sanitary sewer system, and make improvements to the parking lot at the Trahan School.

Motion: The Finance Committee motioned to Adopt Article 15 and Borrow \$325,000.
Treasurer-Collector Warren Carey submitted the correct and exact wording as recommended by Bond Counsel.

Voted: The correct and exact wording of Article 15, as submitted by the Treasurer was Adopted.
10:20 PM (5/1/00)
Article 15 was Adopted, with the correct and exact wording.
25 YES -0- NO Unanimous Vote.
10:20 PM (5/1/00)

Exact Wording: That the Town will appropriate the sum of Three Hundred Twenty Five Thousand Dollars (\$325,000.00) for construction and supervision of construction of a sanitary sewer line for the New Fire Station and Trahan School, paving of Trahan School parking lot and costs incidental and related thereto; said sanitary sewer line to be constructed on Town owned land on South Street and Salem Road; that to raise such appropriation, the Treasurer, with the approval of the Selectmen, is hereby authorized to borrow Three Hundred Twenty Five Thousand (\$325,000.00) under and pursuant to Chapter 44, Section 7 (1) of the Massachusetts General Laws, as amended, or any other enabling authority, and to issue bonds or notes of the Town therefor; and that the Town Manager shall have full power and authority to carry out the project described in this vote and to enter into contracts and expend the money appropriated or otherwise made available for such purpose.

ARTICLE 16

To see if the Town will vote to amend the Personnel By-Laws, Section III (e) Salaries and Wages by deleting the existing wage schedule for the following positions and by inserting the following new wage schedule:

Delete:

| <u>Title</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> |
|-----------------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Fire Chief | | | 65,486 | 68,761 | 72,199 | |
| Police Chief | | | 65,486 | 68,761 | 72,199 | |
| Public Works Superintendent | 59,205 | 62,166 | 65,274 | 68,538 | 72,199 | |
| Computer Services Manager | 9,261 | 51,724 | 54,311 | 57,026 | 59,876 | |
| Auditor | 53,410 | 56,079 | 58,884 | 61,828 | 64,921 | |
| Library Director | 49,261 | 51,724 | 54,311 | 57,026 | 59,876 | |
| Treasurer-Collector | 53,410 | 56,079 | 58,884 | 61,828 | 64,921 | |
| Chief Assessor | 49,261 | 51,724 | 54,311 | 57,026 | 59,876 | |
| Health Director | 49,261 | 51,724 | 54,311 | 57,026 | 59,876 | |
| Building Commissioner | 46,088 | 48,391 | 50,812 | 53,352 | 56,020 | |

| | | | | | |
|---------------------------------------|--------|--------|--------|--------|--------|
| Administrative Services Director | 46,088 | 48,391 | 50,812 | 53,352 | 56,020 |
| Director of Planning and Conservation | 49,261 | 51,724 | 54,311 | 57,026 | 59,876 |
| Assistant to the Town Manager | 46,088 | 48,391 | 50,812 | 53,352 | 56,020 |
| Coordinator of Elder Affairs | 41,027 | 43,078 | 45,231 | 47,494 | 49,868 |
| Recreation Director | 31,280 | 32,847 | 34,503 | 36,217 | 38,038 |

Add: effective July 1, 2000*

| | <u>Min.</u> | <u>Max.</u> |
|---------------------------------------|-------------|-------------|
| Fire Chief | 62,731 | 81,551 |
| Police Chief | 62,731 | 81,551 |
| Public Works Superintendent | 62,731 | 81,551 |
| MIS Director | 57,552 | 74,817 |
| Auditor | 52,800 | 68,640 |
| Library Director | 52,800 | 68,640 |
| Treasurer/Collector | 52,800 | 68,640 |
| Chief Assessor | 48,000 | 62,400 |
| Health Director | 48,000 | 62,400 |
| Building Commissioner | 48,000 | 62,400 |
| Administrative Services Director | 48,000 | 62,400 |
| Director of Planning and Conservation | 48,000 | 62,400 |
| Assistant to the Town Manager | 46,088 | 56,020 |
| Coordinator of Elder Affairs | 40,000 | 52,000 |
| Recreation Director** | 40,000 | 52,000 |

**To reach the minimum salary, this position will receive a minimum of \$2,384.33 for July 1, 2000, July 1, 2001 and July 1, 2002

*These positions shall be eligible for any cost of living adjustments adopted in a separate article.

And to amend Section II (d) by adding the following: For any position without steps but a minimum and maximum pay range, movement within the range shall be subject to any cost of living increase granted to all Personnel By-Law employees plus any eligible merit pay increase which shall be eligible to occur on an annual basis and requires the approval of any elected appointing authority and the Town Manager and must be based on an annual performance appraisal by the elected appointing authority and the Town Manager.

Or take any other action relative thereto.

Town Manager

Executive Summary: This article will implement a pay plan for Department Heads which was developed by a consultant and establishes a method for moving through the pay range for each position based on a performance appraisal system.

Motion: The Finance Committee motioned to Amend Article 16, and Adopt as Amended.
Mr. Norman Boudreau, Chairman Personnel Relations Review Board, requested that Article 16 be Withdrawn.
Town Manager, David Cressman, motioned to Withdraw Article 16.

Voted: Article 16 was Withdrawn. 10:22 PM (5/1/00)

ARTICLE 17

To see if the Town will vote to amend the Personnel Bylaw, Section III Classification and Wage Schedule by increasing all present salaries % Effective July 1, 2000 for FY2001, and further increasing the new salaries % Effective July 1, 2001 for FY2002.

Personnel Relations Review Board

Executive Summary: The intent of the article is to comply with Section III of the By-Law as amended at the May 7 ATM Art. 10 which states that three year salary agreements shall be agreed upon by the Board of Selectmen, the Town Manager, and the Personnel Relations Review Board

Motion: The Finance Committee motioned to Withdraw Article 17.

Voted: Article 17 was Withdrawn. 10:23 PM (5/1/00)

ARTICLE 18

To see if the town will voted to amend the Personnel by Laws by deleting language marked "E" Existing and by inserting language marked "P" Proposed and adopt as follows:

DEFINITION OF TERMS

- E: BOARD: Personnel Board of the Town of Tewksbury
P: BOARD: PERSONNEL RELATIONS REVIEW BOARD
- E: FULL-TIME REGULAR PERMANENT EMPLOYEES: Those employees who have been appointed to established permanent positions in Town
P: FULL-TIME PERMANENT EMPLOYEE: ONE HIRED OR APPOINTED TO FILL A FULL-TIME POSITION ESTABLISHED UNDER THIS BY-LAW.
- E: PERMANENT PART-TIME: Employee whose average number of hours worked through each fiscal year shall equal at least twenty (20) hours per week.
P: NO CHANGE
- E: PART-TIME: Employees whose average number of hours worked through each fiscal year shall equal less than twenty (20) hours per week.

P: TEMPORARY PART-TIME EMPLOYEE: ONE WHOSE AVERAGE NUMBER OF HOURS WORKED DURING EACH FISCAL YEAR SHALL EQUAL LESS THAN TWENTY (20) HOURS PER WEEK:

P: WORK SCHEDULE: THE WORK DAYS-WORK HOURS-AS ESTABLISHED BY THE TOWN MANAGER ON RECOMENDATION OF THE DEPARTMENT HEAD.

P: WORK WEEK: FULL TIME WORK WEEK SHALL CONSIST OF:
SCHEDULE A EMPLOYEES FORTY (40) HOURS A WEEK
SCHEDULE B EMPLOYEES THIRTY-SEVEN AND A HALF (37.5) HOURS PER WEEK.

P: ADDENDUM A:

WAGE SCHEDULE TO BE CODED:

- A: DEPARTMENT HEADS
B: SUPPORT STAFF
C: PART-TIME EMPLOYEES
D: FEE BASIS POSITIONS

SECTION I. PERSONNEL RELATIONS REVIEW BOARD

E: (a) Forthwith annually, the Personnel Board, hereinafter referred to as the Board, shall meet and organize by electing a Chairman and Clerk. A majority of the Board shall constitute a quorum for the transaction of business. A majority vote of the quorum and/or Board shall determine the action the Board must take in all matters upon which it is authorized or required to pass under the by-law.

P: (a) PRIOR TO JULY FIRST OF EACH YEAR, THE BOARD SHALL MEET AND ORGANIZE BY ELECTING A CHAIRMAN AND CLERK. A MAJORITY OF THE BOARD SHALL CONSTITUTE A QUORUM FOR THE TRANSACTION OF BUSINESS. A MAJORITY VOTE OF THE QUORUM PRESENT SHALL DETERMINE THE ACTION THE BOARD WILL TAKE IN ALL MATTERS UPON WHICH IT IS AUTHORIZED OR REQUIRED TO ACT UNDER THE BY-LAW.

E: (b) The Board shall maintain adequate personnel records of all employees subject to the by-law, said records to be kept in the custody of the Board. Department Heads will provide such information as the Board requests to maintain these records current.

P: (b) THE ADMINISTRATIVE SERVICES DEPARTMENT SHALL MAINTAIN PERSONNEL RECORDS OF ALL EMPLOYEES SUBJECT TO THIS BY-LAW. SUBJECT TO APPROVAL BY THE PERSONNEL RELATIONS REVIEW BOARD, THE ADMINISTRATIVE SERVICES DEPARTMENT SHALL MAINTAIN WRITTEN JOB DESCRIPTIONS OF EACH POSITION WITHIN THE WAGE AND CLASSIFICATION SCHEDULE. DEPARTMENT HEADS SHALL PROVIDE ALL PERTINENT DATA REQUIRED BY THE

ADMINISTRATIVE SERVICES DEPARTMENT TO MAINTAIN THESE RECORDS.

E: (c) The Board may add a new position to the classification schedule or reclassify an existing position , subject to the subsequent ratification of its action by formal amendment of the by-law by vote of the Town Meeting.

P: (c) The BOARD MAY TEMPORARILY ADD A NEW POSITION TO THE WAGE AND CLASSIFICATION SCHEDULE. THE TEMPORARY POSITION SHALL BECOME PERMANENT ONLY UPON RATIFICATION AT THE NEXT SPECIAL OR ANNUAL TOWN MEETING. IF TOWN MEETING FAILS TO RATIFY THE TEMPORARY POSITION, THE POSITION SHALL NOT BE INCLUDED IN THE WAGE AND CLASSIFICATION SCHEDULE.

RE-LOCATED FROM SECTION II (G)

E: (g) The Board shall administer the by-law and shall establish such procedures as it deems necessary for this administration so that each employee will be treated equally.

P: (d) NO CHANGE

SECTION II. THE PERSONNEL POLICY

E: (a) No Board, officer or head of a department shall fix the salary of any employee in a position subject to the by-law, except in accordance with the by-law. All employees shall continue to be paid as provided in the Wage Schedule.

P: (a) EMPLOYEES SHALL BE PAID AS PROVIDED IN THE WAGE AND CLASSIFICATION SCHEDULE OUTLINED IN SECTION III.

E: (b) No person shall be appointed, employed or paid as an employee in any position subject to the provisions of the by-law under any title other than those of the Wage Schedule. The job title in the Wage Schedule shall be the official title of the position and shall be used in all administrative and employment records.

P: (b) NO PERSON SHALL BE APPOINTED TO OR OTHERWISE EMPLOYED BY THE TOWN IN ANY POSITION OR UNDER ANY TITLE COVERED BY THESE BY-LAWS OTHER THAN THOSE CONTAINED IN THE WAGE AND CLASSIFICATION SCHEDULE OF THIS BY-LAW. THE JOB TITLE IN SAID SCHEDULE SHALL BE THE OFFICIAL TITLE OF THE POSITION.

RE-WRITE / RE-LOCATE FROM SECTION I (D)

E: (d) The hiring rate shall be the minimum of the rate range of the job for which the new employee is hired, unless otherwise authorized by the Board. The Board may authorize an entrance rate higher than the minimum upon recommendation of a department head, supported by evidence in writing of special reasons and exceptional circumstances satisfactory to the Board and such other variance in the Plan as it may deem necessary for the proper functioning of the services of the Town. No variance shall become effective unless, or until the necessary funds have been appropriated therefore.

P: © THE ENTRANCE RATE SHALL BE THE MINIMUM OF THE RATE RANGE OF THE POSITION FOR WHICH AN EMPLOYEE IS HIRED. THE BOARD MAY AUTHORIZE AN ENTRANCE RATE HIGHER THAN THE MINIMUM, PROVIDING THE DEPARTMENT HEAD, OR AN ELECTED APPOINTING AUTHORITY HAS PROVIDED A RECOMMENDATION WHICH IS BOTH APPROVED BY THE TOWN MANAGER, AND JUSTIFIED BY SPECIAL CIRCUMSTANCES SATISFACTORY TO THE BOARD.

E: (e) Promotions from minimum to maximum shall be in successive step annually. Step advancement is not mandatory and shall be based on individual merit (not necessarily on length of service) and shall be subject to approval of the Board of Authority having immediate jurisdiction over such employees. Any employee denied such an increase has the right of appeal in accordance with the grievance procedure as outlined in Section 5 of this by-law.

P: (d) EMPLOYEE ADVANCEMENT - THOUGH NOT MANDATORY - SHALL BE IN SUCCESSIVE STEPS ANNUALLY SUBJECT TO APPROVAL OF THE APPROPRIATE DEPARTMENT HEAD, OR ELECTED APPOINTING AUTHORITY, AND THE TOWN MANAGER.

E: (c) All employees included in the Wage Schedule shall be eligible for reclassification and pay adjustment subject to approval of the Personnel Board and the Board of Authority having immediate jurisdiction over such employees.

P: (e) ALL EMPLOYEES COVERED BY THE WAGE AND CLASSIFICATION SCHEDULE SHALL BE ELIGIBLE FOR RECLASSIFICATION AND PAY ADJUSTMENT SUBJECT TO APPROVAL OF THE TOWN MANAGER.

E: (d) Employees promoted to a higher classification to fill a vacancy shall be advanced to the next higher increment above their former pay rate in their new classification.

P: (f) FOR SALARY PURPOSES A PROMOTED EMPLOYEE SHALL BE PLACED AT THE STEP IN THE NEW CLASSIFICATION WHICH IS ONE STEP HIGHER THAN THE STEP HELD BY THE EMPLOYEE IN THE FORMER CLASSIFICATION. A PROMOTED EMPLOYEE SHALL BE ELIGIBLE FOR A STEP INCREASE UPON COMPLETION OF SIX MONTHS SERVICE IN NEW CLASSIFICATION, AND ANNUALLY THEREAFTER.

E: (f) Each department head subject to this by-law shall include in his estimate required by the provisions Section 59 of Chapter 41 of the General laws a pay adjustment section setting forth in detail the amounts which will be required for anticipated pay adjustments during the ensuing year and shall furnish a copy thereof to the Board.

P: DELETE/ TOWN BY-LAW

E: (h) Physical Examination. Every permanent and permanent part-time person hereinafter employed by the Town subject to this by-law, shall undergo a physical examination *satisfactory to the County Retirement Board* and the appointing authority. Every person upon leaving or retiring

from town employment shall undergo a similar physical examination. The examining physician shall be appointed by the Board of Selectmen and shall render a sealed report of his findings to the Board and the appointing authority.

After receipt of the report has been entered on the Personnel Board's records such report shall be deposited with the Retirement Board for safe-keeping, the contents subject to future view only by a physician designated by the Selectmen, otherwise the report shall be confidential.

P: (h) PHYSICAL EXAMINATION: EVERY PERSON TO BE EMPLOYED IN A PERMANENT FULL-TIME OR PERMANENT PART-TIME POSITION SUBJECT TO THIS BY-LAW SHALL UNDERGO A PRE-EMPLOYMENT PHYSICAL EXAMINATION BY A PHYSICIAN APPOINTED BY THE TOWN MANAGER. THE TOWN MANAGER SHALL PROVIDE A COPY OF THEIR APPROPRIATE JOB DESCRIPTION TO THE PHYSICIAN PRIOR TO THEIR EXAMINATION. THE PHYSICIAN SHALL DETERMINE WHETHER THE INDIVIDUAL IS CAPABLE OF PERFORMING THE PROPOSED POSITION WITH OR WITHOUT REASONABLE ACCOMMODATION AND SHALL PROVIDE A SEALED REPORT OF HIS FINDINGS TO THE TOWN MANAGER AND TO THE EMPLOYEE.

E: (I) All vacant positions in the Classification and Wage Schedule shall be posted on the public bulletin board in Town Hall for seven calendar days. All permanent positions shall be advertised in the local newspaper. The chairman of the board, or his representative, shall be delivered in hand said postings seven calendar days prior to the first day of posting. (1995 ATM ART. 13)

P: (i) WHEN A POSITION COVERED BY THIS BY-LAW BECOMES VACANT, THE APPOINTING AUTHORITY OR DEPARTMENT HEAD SHALL CAUSE A NOTICE OF VACANCY TO BE POSTED IN A CONSPICUOUS PLACE IN ALL DEPARTMENTS. THE NOTICE SHALL LIST THE CLASSIFICATION, DUTIES AND QUALIFICATIONS. REQUIRED FOR THE VACANT POSITION THIS NOTICE SHALL REMAIN POSTED FOR SEVEN (7) CALENDAR DAYS. THE APPOINTING AUTHORITY OR DEPARTMENT HEAD SHALL PROVIDE TO THE CHAIRMAN OF THE PRRB, OR HIS REPRESENTATIVE, A COPY OF EACH NOTICE OF VACANCY SHALL BE DELIVERED IN HAND SAID POSTING SEVEN (7) CALENDAR DAYS PRIOR TO THE FIRST DAY OF POSTING. THE PRRB AND THE ADMINISTRATIVE SERVICES DEPARTMENT SHALL BE NOTIFIED BY THE APPOINTING AUTHORITY, IN WRITING, OF ALL SUBSEQUENT APPOINTMENTS. ALL NEWLY HIRED EMPLOYEES SHALL SERVE A PROBATIONARY PERIOD OF SIX (6) MONTHS. DURING PROBATIONARY PERIOD NEW EMPLOYEES WILL BE SUBJECT TO DISCIPLINE, INCLUDING DISCHARGE, WITHOUT BENEFIT OF THE GRIEVANCE PROCEDURE.

E: (j) Salary increases for employees under the Personnel By-law Wage Schedule shall not be paid by the Town Treasurer until employee step increases are approved by the Town Manager and the Board is notified. (ATM 1989 ART. 25)

P: (j) SALARY INCREASES SHALL NOT BE PAID BY THE TOWN TREASURER UNTIL SAID INCREASE IS APPROVED BY THE DEPARTMENT HEAD AND THE TOWN MANAGER, AND NECESSARY DOCUMENTATION IS PROVIDED TO THE AUDITOR'S DEPT. BY ADMINISTRATIVE SERVICES DEPT.

RE-LOCATE FROM SECTION I

E: (e) If any request under the salary schedule is denied by the Board, the Department, the individual, or branch of the Town involved, may appeal in accordance with the Grievance procedure outline in Section 5 of this by-law.

P: (I) IF ANY REQUEST FOR A CHANGE IN SALARY UNDER THE BY-LAW IS DENIED BY THE BOARD, THE DEPARTMENT, THE INDIVIDUAL, OR BRANCH OF THE TOWN INVOLVED MAY APPEAL THE BOARD'S DECISION IN ACCORDANCE WITH THE GRIEVANCE PROCEDURE OUTLINED IN SECTION 5 OF THIS BY-LAW

E: (k) The Town Manager may develop, implement and from time to time amend a program for the formal evaluation of Personnel By-law employees. Each employee who is so evaluated will be provided with the copy of the completed evaluation form, will have the opportunity to discuss the same with the evaluator, and will be required to sign the same to acknowledge receipt. An employee who is in disagreement with any observation or conclusion reflected in the evaluation forms may attach hereto/THERETO a statement. Evaluation forms may be given such weight as is deemed appropriate by the Town Manager in connection with assignment, promotion, demotion, step increase or any other personnel action. (1989 ATM ART.25)

P: CHANGE HERETO TO THERETO

SECTION III. THE WAGE AND CLASSIFICATION SCHEDULE

E: (a) The Classification and Wage Schedule shows the various town jobs in order of their relative work demand and requirements, established into "job Groups". The Job Group in to which each job falls was determined by measuring each job in terms of its requirements for such components (or factors) as work knowledge, skill, responsibilities, effort, working conditions, etc.

P: (a) THE SCHEDULE RELATES TO THOSE TOWN POSITIONS (EXCLUSIVE OF THE SCHOOL DEPARTMENT) NOT INCLUDED WITHIN A BARGAINING UNIT OR COVERED BY A COLLECTIVE BARGAINING AGREEMENT. GENERALLY THESE

POSITIONS DEFINE THE JOB DUTIES AND HAVE RATE RANGES FROM ONE TO SIX STEPS.

E: (b) Each rate range consists of a minimum rate and a maximum rate. All new employees will be on a probationary basis for the first six months. During probationary period new employees will be subject to discipline, including discharge, without benefit of the Grievance Procedure. (1995 ATM ART. A15)

P: (b) EACH RATE RANGE CONSISTS OF A ENTRANCE RATE AND A MAXIMUM RATE.

P: *NEW EMPLOYEES SEE SECTION II(I) THE PERSONNEL POLICY*

E: © The entire Classification and Wage Schedule must be reviewed and audited from time to time to keep it up to date and adapted to changes in job content, new jobs, general economic conditions, etc. The Board shall review all factors affecting the Wage Schedule and make recommendations to the Town in order to maintain a fair and equitable wage schedule.

P: © THE BOARD SHALL PERIODICALLY REVIEW THIS SCHEDULE AND MAKE NECESSARY RECOMMENDATIONS TO TOWN MEETING DESIGNED TO GUARANTEE EQUAL APPLICATION OF ITS PROVISIONS AMONG REPRESENTED EMPLOYEES.

E: (d) When a new job is created, or the duties of an existing job changed so that there is a new level of work demand, and in effect a new job has come into being, the procedures is to rate the new job or the existing job. This locates the job in the proper job group and automatically sets the rate of pay for the new or changed job.

P: (d) WHEN THE TOWN MODIFIES AN EXISTING POSITION BY CHANGING THE DUTIES AND RESPONSIBILITIES ASSIGNED TO THE POSITION OR BY ASSIGNING A NEW CATEGORY OF WORK TO THAT POSITION, THE POSITION SO MODIFIED SHALL BE COMPARED TO EXISTING POSITIONS WITHIN THE WAGE AND CLASSIFICATION SCHEDULE TO DETERMINE THE PROPER RATE OF PAY FOR THE MODIFIED POSITION.

E: (e) Salaries and Wages: - See WAGE SCHEDULE

P: NO CHANGE

E: (e-2) Three year salary agreements SHALL BE AGREED UPON BY THE BOARD OF SELECTMEN, THE TOWN MANAGER, AND THE PERSONNEL RELATIONS REVIEW BOARD, and presented to the Town Meeting Assembly for its approval beginning at the FY2000 Town meeting and continuing every three years thereafter. MAY 7, 1997 ATM ART. 10

P: NO CHANGE

** ONLY A ONE YEAR AGREEMENT, FY2000 APPROVED AT FY2000 T.M.

E: The NOVEMBER 1, 1997 WAGE AND CLASSIFICATION SCHEDULE, shall be increased 2% effective July 1, 1998 and 2% JANUARY 1, 1999. These changes shall complete the third year of the Wage and Classification schedule changes as proposed between the TOWN and the Personnel by-law employees.

P: DELETE

E: The positions of Police Chief and Deputy Police Chief SHALL RETAIN FRINGE BENEFITS GRANTED TO THE TEWKSBURY POLICE DEPARTMENT SUPERIOR OFFICERS ASSOCIATIONS, IN A CONTRACT, DATED 11/01/95 TO 10.31/97. The positions of Fire Chief and Deputy Fire Chief SHALL RETAIN THOSE FRINGE BENEFITS GRANTED TO IAFF LOCAL # 1647, IN A CONTRACT DATED FOR THE PERIOD 7/1/95 TO 6/30/98. The chiefs and Deputy Chiefs shall also receive those benefits negotiated under the PERSONNEL BY-LAW as of 07/01/97 onward. (MAY 7, 1997 ATM ART. 10)

P: NO CHANGES. **CHIEFS SHOULD RETAIN ALL BENEFITS AGREED UPON THROUGH UNION, CONTRACTS PAST AND PRESENT.

E: (e-3) All positions paid on a fee basis are exempt from salary adjustments.
(1988 STM ART. 2)

P: NO CHANGES

E: (e-4) The annual salary of the Plumbing/Gas Inspector and the Plumbing/Gas Inspector Assistant shall be calculated at 50% of the average of the total annual fees assessed for plumbing, gas and sewer inspections during the three previous calendar years. Likewise, the annual salary for the Wiring Inspector shall be calculated using the same formula as applied to fees assessed for wiring inspections.

(1988 ATM ART. 18) (1991 STM ART. 9) (1995 ATM ART. 16)

The total of fees assessed and subsequently waived shall be added to the actual annual receipts reported to the Treasurer and Auditor. (1995 ATM ART. 16)

P: NO CHANGE

E: (f) Effective July 1, 1994

Employees who have been permanently appointed or promoted for six months or longer shall be eligible for a step increase subject to approval as outlined in Section II (J). Thereafter, the employee will have the six month anniversary date as his/her anniversary date for the purpose of annual step increases.

(1995 STM ART. 15)

P: (f) EFFECTIVE JULY 1, 1998 EMPLOYEES WHO HAVE BEEN PERMANENTLY APPOINTED OR PROMOTED FOR SIX MONTHS OR LONGER SHALL BE

ELIGIBLE FOR A STEP INCREASE SUBJECT TO APPROVAL AS OUTLINED IN SECTION II (J). THEREAFTER, THE EMPLOYEE SHALL HAVE THIS NEXT SUBSEQUENT STEP INCREASE DATE AS HIS/HER ANNIVERSARY DATE FOR THE PURPOSE OF FUTURE ANNUAL STEP INCREASES.

E: (g) An employee in a non-supervisory position who is directed to assume full-time responsibility of an established supervisor's position during his absence for a period of one week or longer shall be paid at the grade level of the person being replaced after approval of the department and Chairman of the Board.

P: NO CHANGE

E: (h) An employee who is directed to assume full-time responsibilities of a higher grade level during the absence of the incumbent of an established position for a period of one week or longer shall be paid at the higher level after approval of the department head and chairman of the board.

P: (h) AN EMPLOYEE WHO IS DIRECTED TO ASSUME FULL-TIME RESPONSIBILITY OF A HIGHER GRADE LEVEL DURING THE ABSENCE OF THE INCUMBENT OF AN ESTABLISHED POSITION FOR A PERIOD OF FOUR (4) DAYS OR LONGER SHALL BE PAID THE NEXT HIGHER STEP OVER THEIR EXISTING STEP IN THE REPLACED EMPLOYEE'S GRADE LEVEL AFTER APPROVAL OF THE DEPARTMENT HEAD AND THE TOWN MANAGER. SAID EMPLOYEE SHALL RECEIVE A MINIMUM DIFFERENTIAL OF TWENTY-FIVE (\$25) DOLLARS FOR WORKING OUT-OF-GRADE.

E: (I) Any employee of the town upon acceptance of another position within the town shall do so without prejudice to previously earned benefits, rights and privileges provided that said employee be a permanent, full-time employee of the town for a period of not less than (I) year.

P: (I) A PERMANENT EMPLOYEE, UPON ACCEPTANCE OF ANOTHER POSITION WITHIN THE TOWN, SHALL DO SO WITHOUT PREJUDICE TO ANY PREVIOUSLY EARNED BENEFITS, RIGHTS, OR PRIVILEGES SO LONG AS SAID BENEFITS, RIGHTS, OR PRIVILEGES ARE CONSISTENT WITH THE NEW POSITION.

E: (J) Any full time or permanent part-time position in the Classification and Wage Schedule may be filled on a temporary part-time basis due to the absence or vacancy of an incumbent or a conflict-of-interest provided that the Classification and Wage Schedule is followed. (1992 ATM ART. 17) (1993 ATM ART. 33)

P: (J) A VACANT PERMANENT POSITION MAY BE FILLED ON A TEMPORARY PART-TIME BASIS IN COMPLIANCE WITH THE BY-LAW GUIDELINES. THE TOWN MANAGER AND THE PRRB SHALL REVIEW

THE CONTINUED DESIRABILITY OF SUCH TEMPORARILY FILLED POSITIONS EVERY 90 DAYS.

E: All positions filled as above will be subject to review by the Town Manager and the Personnel Board every 90 days for the purpose of reviewing the requirement to continue filling said position or positions for an additional period of time to be determined.

(1992 ATM ART. 17) (1993 ATM ART.33)

P: DELETE COMBINED WITH (J)

SECTION IV. FRINGE BENEFITS

E: (a) All Permanent part-time employees shall be entitled to receive fringe benefits on a pro-rata basis listed in section 4 of the Personnel By-law notwithstanding any reference to full time employment, full time employees, or any other words of similar import.

P: (a) NO CHANGE

E: (b) VACATION PROVISION: Vacation leave shall be granted to full-time permanent employees subject to the following provisions:

E: Vacation eligibility and time for town employees

| | | |
|------------------------------|---------|---------|
| After completion of 6 mos. | Service | 5 days |
| After completion of 1 year | Service | 10 days |
| After completion of 5 years | Service | 15 days |
| After completion of 10 years | Service | 20 days |
| After completion of 20 years | Service | 25 days |

(1988 ATM ART. 17)

P: VACATIONS

1: ALL MEMBERS OF THE PERSONNEL BY-LAW SHALL BE ENTITLED TO AN ANNUAL VACATION LEAVE IN ACCORDANCE WITH AND SUBJECT TO THE FOLLOWING PROVISIONS. A PROBATIONARY EMPLOYEE SHALL BE ENTITLED TO USE FIVE DAYS VACATION UPON COMPLETING THE PROBATIONARY PERIOD. VACATION SHALL ACCRUE UPON COMPLETION OF SIX MONTHS SERVICE BUT WITH EFFECT UPON THE FIRST DAY OF SERVICE AT .83 DAYS PER MONTH.

2: VACATION YEAR

THE VACATION YEAR SHALL BE THE PERIOD JULY 1 TO JUNE 30 INCLUSIVE.

3: VACATION CREDITS:

AN EMPLOYEE EARNS VACATION DAYS ON A MONTHLY BASIS COMMENCING WITH HIS/HER DATE OF HIRE AND SUBSEQUENT COMPLETION OF ADDITIONAL YEARS OF SERVICE ACCORDING TO THE FOLLOWING SCHEDULE:

| <u>COMPLETED SERVICE</u> | <u>ACCRUAL RATE</u> | <u>VACATION EARNED</u> |
|--------------------------|---------------------|------------------------|
| MONTHLY RATE PRIOR | .83 DAYS/ | 10 DAYS |

| | | |
|---|---------------------|---------|
| TO COMPLETION OF FOUR YEARS OF SERVICE | MONTH | |
| MONTHLY RATE PRIOR TO COMPLETION OF NINE YEARS OF SERVICE | 1.25 DAYS/ MONTH | 15 DAYS |
| MONTHLY RATE PRIOR TO COMPLETION OF NINETEEN YEARS OF SERVICE | 1.66 DAYS/ MONTH | 20 DAYS |
| MONTHLY RATE AFTER COMPLETION OF NINETEEN YEARS OF SERVICE | 2.08 DAYS/ MONTH | 25 DAYS |

4: DATE OF ACCRUAL:

VACATION CREDITS SHALL ACCUMULATE WITH EFFECT AT THE END OF THE FINAL WORKING DAY OF EACH FULL MONTH OF EMPLOYMENT.

E: Vacation leave with pay shall not be granted to part-time and temporary employees

5: VACATION LEAVE WITH PAY SHALL NOT BE GRANTED TO TEMPORARY PART-TIME EMPLOYEES.

E: Vacations shall be granted by the Department Heads at such time as, in their opinion, will cause the least interference with the performance of the regular work of the departments. Vacation benefits as stated in Para. (1) shall be accrued in one fiscal year to be used in the following fiscal year. Vacations must be taken in the fiscal year (as defined by state statute) in which they are due, and shall not accumulate from year to year. (1995 ATM ART. 15)

6: VACATIONS SHALL BE GRANTED BY THE DEPARTMENT HEAD AT SUCH TIME AS IN THEIR OPINION WILL CAUSE THE LEAST INTERFERENCE WITH THE PERFORMANCE OF THE REGULAR WORK OF THE DEPARTMENT.

E: Not existing at present

7: VACATION LEAVE MAY NOT BE ACCUMULATED FROM ONE VACATION TO ANOTHER. ACCORDINGLY, VACATION LEAVE EARNED IN ONE FISCAL IS TO BE TAKEN IN THE FOLLOWING FISCAL YEAR.

E: In the event of termination of employment which is caused through no fault of the employee, provided the employee has been in the continuous full-time service of the town for at least one year, or by reason of retirement, the employee shall be paid, or entitled to time off with pay, based on the scale above, for each full month since the employee's preceding vacation pay. In the event of the death of an employee any accrued vacation shall be paid to his estate.

8: UPON RETIREMENT, RESIGNATION, INVOLUNTARY TERMINATION OR DEATH, AN EMPLOYEE OR HIS/HER DESIGNATED BENEFICIARY SHALL BE PAID AN AMOUNT EQUAL TO THE VACATION ALLOWANCE WHICH HAS BEEN EARNED.

E: Department Heads shall identify all pay for vacations on the payroll on which such pay occurs.

9: WEEKLY DEPARTMENT PAYROLLS SHALL IDENTIFY ALL VACATION TIME/DAYS USED.

E: Employees who are eligible for vacation under the by-law and whose services are terminated by entrance into the armed forces shall be paid a sum of money in lieu of the accrued vacation.

P: DELETE/ COMBINED WITH. 4E

E: An employee shall be granted an additional day of vacation if while on vacation leave a designated holiday occurs, which falls on, or is legally observed on Monday, Tuesday, Wednesday, Thursday, or Friday.

10: AN EMPLOYEE SHALL BE GRANTED AN ADDITIONAL DAY OF VACATION IF WHILE ON VACATION LEAVE A DESIGNATED HOLIDAY OCCURS WHICH FALLS ON OR IS LEGALLY OBSERVED ON MONDAY, TUESDAY, WEDNESDAY, THURSDAY, OR FRIDAY.

11: WHEN AN EMPLOYEE IS CALLED IN TO WORK DURING HIS/HER VACATION HE/SHE SHALL RECEIVE TIME AND ONE-HALF (1 ½) FOR THE HOURS WORKED IN ADDITION TO HIS/HER VACATION PAY.

E: (c) HOLIDAY PAY: Regular full-time, permanent town employees shall be paid one day at regular straight time pay for all designated holidays listed below. When these employees are scheduled to work or are called into work on a designated holiday, they shall receive time and one-half for the hours worked in addition to the holiday pay. Designated holidays shall be: JANUARY 1; PRESIDENT'S DAY, Third Monday February; PATRIOT'S DAY, Third Monday, April; MEMORIAL DAY, Last Monday, May; JULY 4; LABOR DAY; COLUMBUS DAY, Second Monday, October; VETERAN'S DAY, November 11; THANKSGIVING; CHRISTMAS December 25; MARTIN LUTHER KING DAY

P: (c) HOLIDAYS:

FULL-TIME AND PERMANENT PART-TIME EMPLOYEES SHALL BE PAID ONE (1) DAY AT REGULAR STRAIGHT TIME RATE FOR ALL DESIGNATED HOLIDAYS LISTED BELOW. UNLESS REGULARLY SCHEDULED TO WORK ON THAT DAY, AN EMPLOYEE ASSIGNED TO WORK OR CALLED IN TO WORK ON A DESIGNATED HOLIDAY, SHALL RECEIVE ONE AND ONE-HALF TIMES THE EMPLOYEE'S REGULAR HOURLY RATE OF PAY FOR THE HOURS WORKED IN ADDITION TO THE HOLIDAY PAY.

DESIGNATED HOLIDAYS SHALL BE AS FOLLOWS:

NEW YEAR'S DAY

MARTIN LUTHER KING DAY

| | |
|-----------------------|------------------|
| WASHINGTON'S BIRTHDAY | PATRIOT'S DAY |
| MEMORIAL DAY | INDEPENDENCE DAY |
| LABOR DAY | COLUMBUS DAY |
| VETERAN'S DAY | THANKSGIVING DAY |
| CHRISTMAS DAY | |

WHEN A HOLIDAY FALLS ON A SATURDAY IT SHALL BE CELEBRATED ON THE PRECEDING FRIDAY. WHEN A HOLIDAY FALLS ON A SUNDAY IT SHALL BE CELEBRATED ON THE FOLLOWING MONDAY. EMPLOYEES WHO ACTUALLY WORK ON HOLIDAYS SHALL BE PAID AN ADDITIONAL HOUR OF OVERTIME FOR EACH HOUR WORKED AND EMPLOYEES NOT SCHEDULED TO WORK ON A HOLIDAY BUT WHO WORK THEIR SCHEDULE FOR A WEEK IN WHICH A HOLIDAY OCCURS SHALL BE GRANTED HOLIDAY PAY AT REGULAR STRAIGHT TIME PAY BASED ON THEIR NORMAL WORK SCHEDULE PAY.

PERSONAL DAYS

E: (3) Employees are eligible for one (1) personal day leave per year, not to be deducted from sick leave, and one (1) personal day leave per year to be deducted from sick leave. Personal days will be granted by the department head only for reasons of pressing personal business and with reasonable advance notification to and authorization by the department head. Personal days shall not be accumulated from year to year. (1988 ATM ART. 17)

P: D: PERMANENT EMPLOYEES ARE ENTITLED TO TWO (2) PERSONAL DAYS LEAVE PER YEAR, ONE TO BE DEDUCTED FROM SICK LEAVE, TO BE USED UPON APPROVAL BY THE DEPARTMENT HEAD. PERSONAL DAYS SHALL NOT BE AWARDED IN THE EVENT OF TERMINATION ATTRIBUTED TO AN EMPLOYEES' ADVERSE ACTION.

REWARD DAYS

E: (4) Starting July 1, 1988, employees who do not use any sick leave during a six (6) month period shall receive one (1) day off with pay. (1988 ATM ART. 17)

P: E: STARTING JULY 1, 1988, EMPLOYEES WHO DO NOT USE ANY SICK LEAVE DURING A SIX (6) MONTH PERIOD SHALL RECEIVE ONE (1) DAY OFF WITH PAY, TO BE USED WITHIN SIX (6) MONTHS OF EARNING SAID DAY. THE DAY OFF SHALL NOT BE CHARGED AGAINST THE EMPLOYEE'S ACCRUED SICK OR VACATION LEAVE BALANCES. REWARD DAYS SHALL NOT BE ACCUMULATED.

E: (e) SICK LEAVE:

(1) Occupational: Each town employee who sustains injury or illness arising out of his employment in the Town Service, shall be entitled to receive his full pay for the period of his incapacity. If such period exceeds 30 days, continued payment beyond such period shall be subject to approval by the Board, which may require periodic written testimony from a regularly licensed and practicing physician, supporting the

claim of continued incapacity as a condition precedent to its approval.

P: F: SICK LEAVE ALLOWED BY THE BY-LAW SHALL ACCRUE AT THE RATE OF 1 ¼ DAYS PER MONTH.

E: (2) Non-Occupational: Every employee occupying a full-time or permanent part-time position subject to this by-law shall be allowed sick leave with pay for a period equal to the time accumulated as provided by this by-law provided said leave is caused by sickness or injury, exposure to contagious diseases, or on account of serious illness of the employee's immediate family. Immediate family shall be defined as: father, mother, spouse, son, daughter, and also, if living in the same household: sister, brother, mother-in-law, and father-in-law. Sick leave allowed under this provision shall be cumulative at the rate of 1¼ days per month. (1988 ATM ART.17)

P:G: NON-OCCUPATIONAL: PERMANENT EMPLOYEES SHALL BE ALLOWED TO USE ACCUMULATED SICK LEAVE AS PROVIDED BY THIS BY-LAW PROVIDED SAID ABSENCE IS CAUSED BY PERSONAL SICKNESS OR INJURY, EXPOSURE TO CONTAGIOUS DISEASES, OR BECAUSE OF SERIOUS ILLNESS OR INJURY IN THE EMPLOYEE'S IMMEDIATE FAMILY. IMMEDIATE FAMILY SHALL BE DEFINED AS: FATHER, MOTHER, SPOUSE, SON, DAUGHTER, AND ALSO, IF LIVING IN THE SAME HOUSEHOLD: SISTER, BROTHER, MOTHER-IN-LAW, AND FATHER-IN-LAW.

E: (d) When absence by reason of sickness or injury is for a period of more than 3 days, the department head shall require said employee to file a certificate of disability, signed by a regularly licensed and practicing physician, before the employee shall be entitled to compensation as herein provided. The department may, however, require aforementioned certificate for any period less the three days if he deems it to be in the interest of the department.

P: H: IN THE EVENT OF ABSENCE DUE TO SICKNESS OR INJURY, THE DEPARTMENT HEAD MAY REQUEST SAID EMPLOYEE TO FILE A MEDICAL CERTIFICATE, SIGNED BY A LICENSED AND PRACTICING PHYSICIAN, WHEN IT IS IN THE BEST INTEREST OF THE DEPARTMENT TO RECEIVE SUCH A CERTIFICATE. THE EMPLOYEE SHALL NOT BE ENTITLED TO COMPENSATION FOR THE PERIOD OF ABSENCE UNTIL SUCH CERTIFICATE IS PROVIDED. THE EMPLOYER SHALL NOT BE ARBITRARY IN REQUESTING A MEDICAL CERTIFICATE.

E: (2A) SICK BANK:

P: 3:SICK BANK: ONLY NUMBERING CHANGE

Town of Tewksbury employees entitled to Non-Occupational sick leave may form a Sick Bank.

Participation in the Sick Bank shall be voluntary by departments. Employees of a department may contribute sick time they have accrued to the Sick Bank in the amount as a specific number of hours. All hours donated shall be an hour for an hour and shall not be pro-rated in any way.

The donated accrued sick time shall only be used by an employee who is a member of the Sick Bank and has used all of his/her own sick days, personal time, compensatory time, vacation days, or available time off from any source. The donated time shall be shown on a monthly form from the department head to the Personnel Board under the heading "SICK BANK" and any time being taken from the bank will be shown on the same form and reduced from the running total of donated hours available.

The Sick Bank shall never allow the taking of time not available, ie: no minus (-) value shall exist.

All participating employees shall sign a form for their department head when joining or leaving the Sick Bank. All participating employees shall sign a form when donating hours to the Sick Bank stating that they understand the hours will be deducted from their individual accumulated sick time and that it is donated time and cannot be taken back or given back for any reason except for the use of member employee taking a sick day from the Sick Bank under the conditions of this section of the Personnel By-law. (1995 ATM ART. 25)

P: NO CHANGE EXCEPT NUMBERING AS LISTED ABOVE

E: (f) TERMINAL LEAVE:

(1) Any full-time regular permanent non-union employee of the Town at retirement, or in the event of death of such employee, his or her estate, shall be allowed a portion of the accumulated Sick Leave as Terminal Leave. Terminal Leave allowance shall be computed as follows: Forty (40) percent of unused accumulated Sick Leave to be paid at retirement or to the estate, at the rate of the Employee's then basic rate of pay. The foregoing to be retroactive to January 1, 1973 and for employees hired before January 1, 1989

P: G: TERMINAL LEAVE:

(1) TERMINAL LEAVE SHALL BE FORTY (40%) OF ACCUMULATED SICK LEAVE EARNED BY ANY EMPLOYEE SUBJECT TO THIS BY-LAW, AND PAYABLE TO THE EMPLOYEE AT TIME OF RETIREMENT OR TO HIS/HER ESTATE UPON THE EMPLOYEES DEATH. THE RATE OF PAY SHALL BE THE EMPLOYEES THEN BASIC RATE OF PAY PLUS LONGEVITY.

E: (2) For non-union employees of the Fire and Police Departments terminal leave shall be calculated at (40) percent of the unused accumulated sick leave to be paid at retirement, or to the estate, at the rate of the employee's then basic rate of pay. However, if said employee's schedule of work is different from a majority of the members of the fire or police department the work schedule used by a majority of members

of the respective said department shall be the determining factor.

E: (3) Any new employee of the Town hired by the Town after January 1, 1989, who is a non-union employee or becomes a non-union employee, including members of the Police and Fire Departments shall have his/her terminal leave capped at 40 percent of 135 days unused accumulated sick leave to be paid at the time of retirement at the rate of the retiree's basic weekly pay unless the employee is a member of the Fire or Police Departments where the rate of basic weekly pay will be determined by the work schedule of the majority of the members of said respective department which shall be the determining factor. (1989 ATM ART. 27)

P: (3) EMPLOYEES HIRED AFTER JANUARY 1, 1989, SHALL HAVE THEIR TERMINAL LEAVE CAPPED AT 135 DAYS OF ACCUMULATED SICK LEAVE.

E: (g) DEATH BENEFIT: All employees shall be granted funeral leave not to be deducted from sick leave, for a death of a member of the immediate family normally defined as follows: father, mother, spouse, son, daughter, sister, brother, mother-in-law, father-in-law, grandparents, brother-in-law, sister-in-law, daughter-in-law, son-in-law, grandchildren, and any other relative living in the employees household. Such absence will not normally exceed three (3) working days. At the discretion of the department head and the (Personnel Board or Board of Selectmen) two (2) additional days may be granted for exceptional emergency in the immediate family (as defined above) or the other compelling personal commitment.

P: H: FUNERAL LEAVE: ALL EMPLOYEES SHALL BE GRANTED, IF DESIRED, A MAXIMUM OF (3) THREE WORKDAYS OF LEAVE, NOT TO BE DEDUCTED FROM SICK LEAVE OR VACATION TIME, TO ATTEND TO THE AFFAIRS OF A DECEASED MEMBER OF THEIR IMMEDIATE FAMILY. AT THE DISCRETION OF THE DEPARTMENT TWO HEAD (2) ADDITIONAL DAYS MAY BE GRANTED.

IMMEDIATE FAMILY SHALL BE DEFINED AS:

FATHER, MOTHER, SPOUSE, SON, DAUGHTER, SISTER, BROTHER, MOTHER-IN-LAW, FATHER-IN-LAW, GRANDPARENTS, BROTHER-IN-LAW, SISTER-IN-LAW, DAUGHTER-IN-LAW, SON-IN-LAW, GRANDCHILDREN, AND ANY OTHER RELATIVE LIVING IN THE EMPLOYEE'S HOUSEHOLD.

E: (h) OVERTIME:

(1) Overtime shall not be paid to department heads.

P: I: NO CHANGE

E: (2) All regular full-time permanent town employees shall receive time and one-half for all hours worked over eight (8) hours in one day and over forty (40) hours in one week.

P: (2) ALL PERMANENT EMPLOYEES SHALL BE COMPENSATED AT THE RATE OF TIME-AND-A-HALF PAY (1 1/2) FOR ALL HOURS WORKED OVER THEIR NORMAL DAILY, OR WEEKLY WORK DAY OR WORK

WEEK. PART-TIME EMPLOYEES SHALL BE ELIGIBLE TO OVERTIME COMPENSATION UNDER THE FAIR LABOR STANDARDS ACT.

E: (3) Department heads shall approve and authorize all overtime requiring the service or services of town employees.

P: (3) OVERTIME MUST HAVE PRIOR APPROVAL OF A DEPARTMENT HEAD.

E: The provisions of this article shall only apply where the Employee works within his own department.

P: DELETE

E: (1) Jury Duty: While on duty an employee shall receive an amount equal to the difference between his normal compensation and the amount, excluding travel allowance, received from the Court.

P: J: JURY DUTY:

WHILE ON JURY DUTY AN EMPLOYEE SHALL RECEIVE AN AMOUNT EQUAL TO THE DIFFERENCE BETWEEN HIS/HER NORMAL COMPENSATION AND THE AMOUNT, EXCLUDING TRAVEL ALLOWANCE, RECEIVED FOR JURY DUTY COMPENSATION.

E: (J) Military Leave:

(1) Full-time employees of the town who are called for State or Federal military training forces shall be paid any difference in compensation between that drawn in a normal working period of two weeks in their regular town employment and the total compensation (excluding travel allowances) of the military duty.

P: K: PERMANENT EMPLOYEES OF THE TOWN SHALL BE GRANTED LEAVE IN ORDER TO SERVE WITH STATE OR FEDERAL MILITARY TRAINING FORCES. WHILE ON LEAVE AND SUBJECT TO THE RESTRICTIONS BELOW, THE TOWN SHALL MAKE PAYMENT TO SUCH EMPLOYEES OF AN AMOUNT EQUAL TO THE DIFFERENCE BETWEEN HIS/HER NORMAL COMPENSATION AND THE AMOUNT, EXCLUDING TRAVEL ALLOWANCE, THE EMPLOYEE RECEIVES FROM MILITARY DUTY LEAVE COMPENSATION.

(2) Such payment shall be limited to a period not to exceed two weeks in any calendar year and shall not include payment to members of the National Guard who may be mobilized during an emergency in the Commonwealth.

(3) A military leave of absence without pay shall be granted to any permanent employee called to active duty with the State or Federal armed forces for purpose other than the routine OF YOUR annual duty for training purposes, also seniority rights shall not be affected while this leave of absence is in affect.

CHANGE ANY TO PERMANENT.....

P: A MILITARY LEAVE OF ABSENCE WITHOUT PAY SHALL BE GRANTED TO PERMANENT TOWN EMPLOYEES CALLED.

E: Insurance:

(1) Hospital and sickness plan - Plan under Chapter 32b adopted by the townspeople by vote at town meeting March 5 1960, to be paid one-half by Town one-half by employee.

P: L: INSURANCE:

(1) HOSPITAL AND SICKNESS PLAN - BY-LAW EMPLOYEES SHOULD BE COVERED BY THE PLAN ADOPTED BY THE TOWN PURSUANT TO G.L. CHAPTER 32B, AT TOWN MEETING ON MARCH 5, 1960.

E: (2) One half hospitalization insurance to continue to be paid by the Town for the widow of an employee losing his life in the line of duty. In the event however, should the widow remarry, then the Town shall cease to pay hospitalization insurance.

P: (2) THE TOWN SHALL PAY HOSPITALIZATION INSURANCE FOR THE SPOUSE OF AN EMPLOYEE WHO LOST HIS/HER LIFE IN THE LINE OF DUTY FOR THE TOWN.

E: (3) Effective July 1, 1989 said insurance benefits and costs for non-union employees will be governed by what is negotiated between the Town and the Insurance Advisory Committee provided said negotiated agreement is approved by the Board of Selectmen, School Committee, and the various unions and funded by the Town.

(1989 ATM ART.27)

P: (3) EFFECTIVE JULY 1, 1989 SAID INSURANCE BENEFITS AND COSTS FOR BY-LAW EMPLOYEES WILL BE GOVERNED BY WHAT IS NEGOTIATED BETWEEN THE TOWN AND THE INSURANCE ADVISORY COMMITTEE, PROVIDED SAID NEGOTIATED AGREEMENT IS APPROVED BY THE BOARD OF SELECTMEN, SCHOOL COMMITTEE, THE PRRB, AND THE VARIOUS UNIONS, AND FUNDED BY THE TOWN.

E: (1) Longevity

(1) Longevity increment shall be granted to each full-time employee at the completion of five years full-time continuous employment for the Town of Tewksbury

P: (1) COMBINE WITH (2).

E: (2) The increment shall be 3% of the base pay in effect at the completion of five years of full-time employment; (6%) of the base pay in effect at the completion of ten years of full-time employment; (9%) of the base pay in effect at the completion of 15 years of full-time employment; (12%) of the base pay in- effect at the completion of twenty years of full-time employment; (15%) of base pay in effect at the completion of twenty-five years of full-time employment. The maximum increments shall be received at the completion of twenty-five years of employment.

P: M: THE TOWN SHALL GRANT TO PERMANENT EMPLOYEES A LONGEVITY INCREMENT BASED UPON THE EMPLOYEE'S CONTINUOUS, PERMANENT SERVICE. THE INCREMENT SHALL BE THREE (3%) FOR EACH (5) FIVE YEARS OF CONTINUOUS SERVICE, UP TO A MAXIMUM OF A FIFTEEN (15%) PERCENT INCREMENT UPON COMPLETION OF TWENTY-FIVE(25) YEARS OF CONTINUOUS SERVICE. THE INCREMENT SHALL BE CALCULATED BASED UPON THE EMPLOYEE'S BASE PAY IN EFFECT ON THE EMPLOYEE'S ANNIVERSARY DATE.

E: (3) The Longevity increment shall in no way be considered as part of the rate for Civil Service purposes.

P: DELETE

E: (4) The Longevity increment shall be included for all applicable purposes in determining any and all rights under the Middlesex County Retirement Fund.

P: (4) NO CHANGE

E: (5) The effective date of the Longevity plan shall be April 1, 1968.

P: (5) NO CHANGE

E: (6) Any new employee hired by the Town after January 1, 1989 who is a non- union employee or becomes a non-union employee will earn \$500 in longevity pay to be added to the base pay in effect as shown in Section III, the Classification and Wage Schedule for every five year increment of continuous service as a full-time permanent employee of the Town. The maximum longevity pay will be \$2500 per year after the completion of twenty five (25) years of continuous service.

(1989 ATM ART.27)

P: (6) NOTWITHSTANDING THE PROVISIONS OF PARAGRAPH (1) ABOVE PERMANENT EMPLOYEES HIRED AFTER JANUARY 1, 1989 WILL RECEIVE A LONGEVITY INCREASE OF \$500 TO BE ADDED TO THEIR BASE PAY IN EFFECT UPON COMPLETION OF EACH FIVE (5) YEARS OF CONTINUOUS SERVICE UP TO A MAXIMUM INCREASE OF \$2500 PER YEAR UPON COMPLETION OF (25) YEARS OF CONTINUOUS, PERMANENT SERVICE. PERMANENT PART-TIME EMPLOYEES SHALL RECEIVE THIS LONGEVITY INCREASE UPON COMPLETION OF EACH FIVE (5) YEARS OF CONTINUOUS, PART-TIME SERVICE WHICH REFLECTS THE PERCENTAGE THEIR PART-TIME HOURS WORKED BEARS TO A FULL-TIME WORK WEEK.

E: The Police Chief and Deputy Police Chief will be paid Educational Incentive pay in accordance with Mass. General Laws, Chapter 4I, Section 108L (chapter 835, Acts of 1970). The Fire Chief will be paid Educational Incentive pay as described in the Agreement between the Town of Tewksbury

and the International Association of Firefighters, AFL-CIO, Tewksbury Firefighters Local #1647.

(1988 ATM ART. 17)

P: NO CHANGE

E: (n) *Family and Medical Leave*

P: (n) *PRRB HAS NO RECOMMENDED CHANGES AT THIS TIME OPEN TO SUGGESTIONS BY ANY GROUP OR BOARD.*

E: *SECTION V. Grievance Procedure*

P: *TOWN MANAGER HAS QUESTIONS/SUGGESTIONS SUGGEST REVISIT AT A LATER DATE WITH INTERESTED PARTIES*

FORMS AND RECORDS

E: All printed forms and records necessary to carry out the provisions of this By-Law shall be established or approved by the personnel board.

P: ALL PRINTED FORMS AND RECORDS NECESSARY TO CARRY OUT THE PROVISIONS OF THIS BY-LAW SHALL BE ESTABLISHED OR APPROVED BY THE PERSONNEL RELATIONS REVIEW BOARD.

AMENDMENT OF THE PLAN

P: CHANGE WHEREVER NEEDED FROM PERSONNEL BOARD TO PERSONNEL RELATIONS REVIEW BOARD. SEPARABILITY PROVISIONS

E: In the event that any provisions of this by-law, or application thereof, shall be held to be invalid by proper authorities, this shall not be construed to affect the validity of any other provision, or application thereof, of this by-law.

P: NO CHANGE

Or take any other action relative thereto.

Town Manager
Personnel Relations Review Board

Executive Summary: The purpose of the article is to make the language in the existing Personnel By Law less ambiguous and more easily read and interpreted. No existing benefits will be changed if this article is adopted.

Motion: Town Manager, David Cressman, motioned to Adopt Article 18.

Voted: Article 18 was Adopted. 10:28 PM (5/1/00)

ARTICLE 19

To see if the Town will vote to amend the Personnel By-Laws Section III (e) Salaries and Wages as follows:

Delete: Coordinator of Elder Affairs

Add: Director, Council on Aging

Or take any action relative thereto.

Council On Aging

Executive Summary: The intent of the article is to change the title of the Coordinator of Elder Affairs to that of Director of the Council on Aging. The Council feels this position should hold the same title as all other State Council on Aging professionals in this position.

Motion: The Finance Committee motioned to Adopt Article 19.

Voted: Article 19 was Adopted. 10:28 PM (5/1/00)

ARTICLE 20

To see if the Town will vote to amend the Personnel By-Laws Section III (e) Salaries and Wages as follows:

Delete: Counselor in Training

Add: Junior Counselor (No change in pay rate)

Delete: Team Counselor \$ 258.26/wk.

Add: Senior Counselor \$ 10.331/hr.

Delete: Team Leader (wkly) 25 hrs. \$ 369.71

Add: Team Leader \$ 14.789/hr.

Or take any other action relative thereto.

Personnel Relations Review Board

Executive Summary: These positions should be paid at an hourly rate as the number of hours can vary from week to week. The name change will help to more clearly identify the levels of responsibility, (which are not proposed to be changed). The designation "Team Counselor" is currently confused with "Team Leader".

Motion: The Finance Committee motioned to Adopt Article 20.

Voted: Article 20 was Adopted. 10:29 PM (5/1/00)

ANY ARTICLES VOTED TO BE REMOVED FROM THE CONSENT CALENDAR SHALL BE RESTORED TO ITS ORIGINAL NUMBERED PLACE IN THE WARRANT.

| | | | |
|--------------|-------------------|----------|--------|
| ARTICLE 4-21 | Adopted | 8:07 PM | 5/1/00 |
| ARTICLE 4-22 | Adopted | 8:07 PM | 5/1/00 |
| ARTICLE 4-23 | Adopted | 10:35 PM | 5/1/00 |
| ARTICLE 4-24 | Adopted | 8:07 PM | 5/1/00 |
| ARTICLE 4-25 | Adopted | 8:07 PM | 5/1/00 |
| ARTICLE 4-26 | Adopted | 10:37 PM | 5/1/00 |
| ARTICLE 4-27 | Adopt, as Amended | 10:46 PM | 5/1/00 |

SECTION 3 (Lottery System)

| | | |
|------------|-----------------|---|
| Article 28 | Zoning By-Law | Section 4.11.3.2 Site Plan Special Permit Application. Information required and reduction in size of the submitted Plans. |
| Article 29 | Zoning By-Law | Section 4.6F Use Classification - "Car Wash". Subsection 4 |
| Article 30 | Zoning By-Law | Rezone From HI(Heavy Industrial) to COMM (Commercial) parcel of land Lot 38 on Assessor's Map 34. (Off Main St.) |
| Article 31 | Zoning By-Law | Rezone R-40 (Residential One Acre) to MFD (Multiple Family Dwelling) portion of land known as Lot 7, Assessor's Map 51. (Lot A-1) Section 3.8 (Multiple Family Dwelling District) to include said parcel. |
| Article 32 | Zoning By-Law | Delete Section 4.7(g) MFD District. Limit the number of units per acre add NEW Section 4.7(g) and number of bedrooms per unit. |
| Article 33 | Town By-Law | Add NEW Chapter 8.28 A legal method for the Town to implement a water conservation/emergency restrictions when there is a water shortage. |
| Article 34 | Town By-Law | Add a NEW Chapter 5.8 and Section 5.08.010. Automatic Amusement Devices/& Annual License. |
| Article 35 | Town By-Law | Add <u>Municipal Services for Condominiums and Housing Cooperative Corporations</u> . To provide trash service, collection of garbage and recyclable materials to Condominium Associations & Housing Cooperatives. |
| Article 36 | General Article | Name the North Fire Station in memory of John F. Gleason. |

| | | |
|------------|-----------------|---|
| Article 37 | General Article | Accept the laying out of "Matthews Way". |
| Article 38 | General Article | Transfer jurisdiction of Foster Park from the Board of Selectmen to the Conservation Commission for park purposes. |
| Article 39 | General Article | Authorize the Board of Selectmen to grant an easement to Massachusetts Electric Company to service the cellular flag pole at the Dog Pound located on Pond Street. |
| Article 40 | General Article | Authorize the Board of Selectmen to grant an easement to New England Telephone and Telegraph Company to service the cellular flag pole at the Dog Pound located on Pond Street. |
| Article 41 | General Article | Authorize the Board of Selectmen to grant an easement to New England Telephone and Telegraph Company to service the monopole near the Wynn Middle School. |

ARTICLE 28

To see if the Town will vote to amend the Zoning By-law Section 4.11.3.2 Site Plan Special Permit to read as follows:

FROM:

Site plan(s) prepared by a Registered Professional Engineer or Registered Land surveyor as appropriate to the data showing all LOT lines and setbacks, zoning district boundaries including Flood Plain, all wetlands and wetland buffer zones, all areas designated as OPEN SPACE; all existing and proposed topography at two (2) foot intervals, BUILDING STRUCTURES, signs, parking and loading spaces; the limits of all paving and open storage areas and all facilities for sewerage, waste disposal and drainage. The Site Plan shall include that portion of any adjacent land owned or used by the applicant on which the USE is similar to or connected with the USE for which the Site Plan Special Permit is sought. All site Plan Special Permit applications submitted to the Planning Board for review shall be drafted on sheets not to exceed 2 feet by 3 feet and also to scale to 1 inch equals 40 feet.

TO:

Site plan(s) prepared by a Registered Professional Engineer or Registered Land surveyor as appropriate to the data showing all LOT lines and setbacks, zoning district boundaries including Flood Plain, all wetlands and wetland buffer zones, all areas designated as OPEN SPACE; all existing and proposed topography at two (2) foot intervals, BUILDING STRUCTURES, signs, parking and loading spaces; the limits of all paving and open storage areas and all facilities for sewerage, waste disposal and drainage. The Site Plan shall include that portion of any adjacent land owned or used by the applicant on which the USE is similar to or connected with the USE for which the Site Plan Special Permit is sought. All site Plan Special Permit applications submitted to the Planning Board for review shall be drafted on sheets not to exceed 2 feet by 3 feet and also to scale to 1 inch equals 40 feet. In addition, the applicant shall provide six copies sized 11"X17" of the plan for Planning Board members.

Planning Board

Executive Summary: This Article will require project proponents to submit reduced Plans to the Planning Board when a Special Permit is submitted for consideration.

Motion: Planning Board Chairman, Frank Sweet, motioned to Adopt Article 28.

Voted: Article 28 was Adopted.
15 YES -0- NO Unanimous Vote.
9:18 PM (5/3/00)

ARTICLE 29

To see if the Town will vote to amend the Zoning By-Laws by revising the following USE CLASSIFICATIONS, pertaining to Section 4.6F, Subsection 4 of said By-Law, entitled "Car Wash" as follows:

- | | |
|------------|---------------------|
| 1) | R.40 from N to N; |
| 2) | R.80 from N to N; |
| 3) | FA from N o N; |
| 4) | LB from N to N; |
| 5) | COM from N to SP; |
| 6) | TR from N to N' |
| 7) | P from N to N; |
| 8) | INS from N to N; |
| 9) | MN from N to N' |
| 10) | MFD from N to N; |
| 11) | MFD/55 from N to N; |
| 12) DELETE | IH from N to SP, |
| 12) INSERT | IH from N to N |

Or take any other action thereto.

Shawn E. Dillon and others

Executive Summary: The purpose of this article is to enable the construction, maintenance and use of a car wash facility in commercial and heavy industry designated zones provided a special permit to do so is obtained from the Board of Appeals.

Motion: The Planning Board motioned to Amend Article 29 and Adopt Article 29, as Amended.
Mr. Stephen Deackoff motioned to amend Article 29.

Voted: The Planning Board's Amendment was Adopted.
8:45 PM (5/3/00)

Mr. Deackoff's Amendment Failed.

8:45 PM (5/3/00)

Article 29 was Adopted, as Amended.

20 YES -0- NO Unanimous Vote.

8:46 PM (5/3/00)

Planning Board Amendment:

"By deleting # Twelve (12) 'IH from N to SP' and inserting therefore # Twelve (12) 'IH from N to N'".

****THE PLANNING BOARD AMENDMENT IS INCORPORATED INTO ARTICLE 29.**

ARTICLE 30

To see if the Town will vote to rezone from HI (Heavy Industrial) to COMM(Commercial) that parcel of land known as Lot 38 on Assessor's Map 34.

Beverly A. Bennett and others

Executive Summary: This article to rezone from Heavy Industrial (HI) to Commercial (COMM that parcel of land known as Lot 38 on Assessor's Map 34. The parcel contains approximately two (2) acres of land and is located off of Main Street.

Motion: Mr. James J. Gaffney, III submitted a letter of request to Withdraw Article 30.

Voted: Article 30 was Withdrawn. 9:20 PM (5/3/00)

ARTICLE 31

To see if the Town will vote to rezone from R-40 (Residential One Acre) to MFD (Multiple Family Dwelling) that portion of land known as Lot 7 on Tewksbury Assessor's Map 51, more particularly described as "Lot A-1" attached hereto and incorporated herein by reference.

And further to amend Section 3.8 of the Tewksbury Zoning By-Law (Multiple Family Dwelling District) to include said parcel.

Edward J. Doherty and others

Executive Summary: This article seeks to rezone from Residential One Acre (R-40) to Multiple-Family Dwelling (MFD) a portion of that parcel of land known as Lot 7 on Tewksbury Assessor's Map 51. The parcel contains approximately seventy (70.191) acres of land.

Motion: The Planning Board motioned to Withdraw article 31.

Voted: Article 31 was Withdrawn. 9:00 PM (5/3/00)

ARTICLE 32

To see if the own will vote to amend the requirements of the Tewksbury Zoning By-Laws, Multiple Family Dwelling District by deleting Section 4.7(g) therefrom and inserting in lieu thereof, the following new section 4.7(g):

The site shall have a minimum lot area of 4 acres with the 150 feet of frontage on a public way and with the nearest new structure a minimum of 50 feet from any public Way. (Refer to Article 43 of the 1980 Town Meeting for the following sentence addition.)The Planning Board may waive the site access requirements of 150 feet of frontage on a public way to a minimum of 40 feet of frontage on a public way provided that a suitable private access road into the site area can be constructed and with the reduced frontage. There shall be not more than a maximum of six (6) units per acre nor more than 3 bedroom per unit, or more than eighteen (18) bedrooms per acre.

Edward J. Doherty and others

Executive Summary: This article seeks to amend the requirements of the Multi-Family Dwelling District by deleting he existing Section 4.7(g) and creating a new Section 4.7(g). The new section would limit the number of units per acre to no more than six (6) and it would limit the number of bedrooms per unit to no more than three (3) for a MFD development.

Motion: Attorney Richard O'Neill, representing his client, motioned to Withdraw Article 32, Without Prejudice.

Voted: Article 32 was Withdrawn, Without Prejudice.
9:19 PM (5/3/00)

ARTICLE 33

To see if the Town will vote to amend the Town By-Laws, by adding a new section, as follows:

Chapter 8.28

WATER

CONSERVATION/EMERGENCY

RESTRICTIONS AND REQUIREMENTS

Sections:

- | | |
|----------|--|
| 8.28.010 | Authority |
| 8.28.020 | Purpose |
| 8.28.030 | Definitions |
| 8.28.040 | Declaration of a State of Water Supply Conservation |
| 8.28.050 | Restricted Water Uses |
| 8.28.060 | Public Notification of DEP |
| 8.28.070 | Termination of a State Water Supply Conservation: Notice |
| 8.28.080 | Compliance with DEP Orders |
| 8.28.090 | Penalties |
| 8.28.100 | Severability |

Section 8.28.010 Authority

This by-law is adopted by the Town under its police powers to protect public health and welfare and its powers under M.G.L. c.40,S21

Et seq. and implements the Town's authority to regulate water use pursuant to M.G.L. c.41, S69B. This by-law also implements the Town's authority under M.G.L.

c.40S41A, conditioned upon a declaration of water supply and emergency issued by the Department of Environmental Protection.

Section 8.28.020 Purpose

The purpose of this by-law is to protect, preserve and maintain the public health, safety and welfare whenever there is in force a State of Water Supply Conservation or State Water Supply Emergency by providing for enforcement of any duly imposed restrictions, requirements, provisions or conditions imposed by the Town of by the Department of Environmental Protection.

Section 8.28.030 Definitions

Person shall mean any individual corporation trust, partnership or association or any other entity.

State of Water Supply Emergency shall mean a State of Water Supply Emergency declared by the Department of Environmental Protection under M.G.L.c.21G,s15-17.

State of Water Supply Conservation shall mean a State of Water Supply Conservation declared by the Town pursuant to section 8.28.040 of this by-law.

Water Users or Water Consumers shall mean all public and private users of the Town's public water system, irrespective of any person's responsibility for billing purposes of water used at any particular facility.

Section 8.28.040 Declaration of a State of Water Supply Conservation

The Town, through its Town Manager may declare a State of Water Supply Conservation upon a determination by the Town Manager that a shortage of water exists and conservation measures are appropriate to ensure an adequate supply of water to all water consumers. Public notice of a State of Water Conservation shall be given under section 8.28.060 of this by-law before it may be enforced.

Section 8.28.050 Restricted Water Use

A declaration of a State of Water Supply Conservation shall include one or more of the following restrictions, conditions, or requirements limiting the use of water as necessary to protect the water supply. The applicable restriction, conditions or requirements shall be included in the public notice required under section 8.28.060.

- a. Odd/Even Day Outdoor Watering Outdoor by water users with odd numbered addresses is restricted to odd numbered dates. Outdoor watering by water users with even numbered addresses is restricted to even numbered days.
- b. Outdoor Watering Ban Outdoor watering is prohibited.
- c. Outdoor Watering Hours Outdoor watering is permitted only during daily periods of low demand, to be specified in the declaration of a State of Water Supply Conservation and public notice thereof.
- d. Filling Swimming Pools Filling of swimming pools is prohibited.
- e. Automatic Sprinkler Use The use of automatic sprinkler systems is prohibited.

Section 8.28.060 Public Notification of a State of Water Supply Conservation: Notification of DEP

Notification of any provision, restriction, requirement or condition imposed by the Town as part of a State of Water Supply Conservation shall be published in a newspaper of general circulation within the Town, or by such other means reasonably calculated to reach and inform all users of water of the State of Water Supply Conservation. Any restriction imposed under section 8.28.050 shall not be effective until such notification is provided. Notification

of the State of Water Supply Conservation shall also be simultaneously provided to the Massachusetts Department of Environmental Protection.

Section 8.28.070 Termination of a State of Water Supply Conservation: Notice

A State of Water Supply Conservation may be terminated by the Town Manager upon a determination of a State of Water Supply Conservation shall be given in the same manner required by section 8.28.060.

Section 8.28.080 State of Water Supply Emergency Compliance with DEP Orders

Upon notification to the public that a declaration of a State of Water Supply Emergency has been issued by the Department of Environmental Protection, no person shall violate any provision, restriction, requirement condition of any order approved or issued by the Department intended to bring about an end to the State of Emergency.

Section 8.28.090 Penalties

Any person violating this by-law shall be liable to the Town in the amount of \$50.00 for the first violation and \$100 for each subsequent violation which shall insure the Town for such uses as the Town Manager may direct. Fines shall be recovered by indictment, or on complaint before the District Court, or by non-criminal disposition in accordance with section 21D of chapter 40 of the general laws. Each day of violation shall constitute a separate offense.

Section 8.28.100 Severability

The invalidity of any portion of this by-law shall not invalidate any other portion thereof.

Or take any other action relative thereto.

Town Manager

Executive Summary: The purpose of this by-law is to provide a legal method for the Town to implement water conservation/emergency restrictions when there is a water shortage or some type of catastrophic event which affects the water treatment plant.

Motion: The Finance Committee motioned to Adopt Article 33.

Voted: Article 33 was Adopted. 8:59 PM (5/3/00)

ARTICLE 34

To see if the own will vote to amend the Town by laws by adding a new chapter and section as follows:

Chapter 5.8 Automatic Amusement Devices
Section 5.08.010 Automatic Amusement Devices Annual License

In accordance with Massachusetts General Laws, Chapter 140, Section 177A, as amended from time to time, any individual or business desiring to keep and operate an automatic amusement device for hire, gain or reward shall secure an annual license from the Board of Selectmen.

The Board of Selectmen shall not grant a license for any automatic amusement device which present a risk of misuse as

a gaming, device. Automatic amusement devices which represent a risk of misuse as gaming devices are those devices which have one or more of the following features: 1) the device involves matching random numbers, patterns, or cards, 2) the device accumulates more than twenty-six (26) plays, 3) the device is equipped with a "knock off" switch, button or similar device, 4) the device has a mechanism for adjusting the odds, 5) the device has a remote control feature that can reset the device from another location, 6) the device is capable of returning money to the player, other than the change for the excess amount put in, 7) the device permits a player to pay for more than one game at a time, 8) each game on the device does not cost exactly the same amount for each player, and a player may change any aspect of the game by paying a different amount than any other player before or during the game, and 9) there is a metering device that accounts for both money/points in and money/points out.

All licenses for automatic amusement devices granted by the Board of Selectmen shall be subject to inspection by the Tewksbury Police Department to insure conformance with submitted application information and local by-law requirements. Any unlicensed automatic amusement device shall be subject to immediate seizure by the Tewksbury Police Department.

Any person found in violation of this by-law shall be punished by a fine of \$200.00 for each offense.

If any sentence, clause or phase of this by-law is, for any reason, held to be invalid or unconstitutional, such decision shall not affect the validity of the remaining portions.

John Mackey
Chief of Police

Executive Summary: For the purpose of regulating and licensing Automatic Amusement Devices in conformance with the Massachusetts General Laws, Chapter 140, Section 177A.

Motion: The Finance Committee motioned to Adopt Article 34, as Amended by Police Chief John Mackey.
Mrs. Barbara Flanagan motioned to Amend Article 34.
Selectmen Kevin Anderson motioned to Indefinitely Postpone Article 34.

A motion was made to Move the Question and this motion was Adopted. 9:15 PM (5/3/00)

Voted: Mrs. Flanagan's Amendment Failed. 9:15 PM (5/3/00)
Police Chief Mackey's Amendment was Adopted. 9:16 PM (5/3/00)
Selectmen Anderson's motion for Indefinite Postponement Failed. 9:17 PM (5/3/00)
Article 34 was Adopted, as Amended. 9:17 PM (5/3/00)

Chief Mackey's Amendment:

Delete No. 1 The device involves matching random numbers, patterns, or cards.

Delete No. 7 The device permits a player to pay for more than one game at a time.

ARTICLE 34 WITH POLICE CHIEF MACKEY'S AMENDMENT INCORPORATED WITHIN: ARTICLE 34

To see if the town will vote to amend the Town by laws by adding a new chapter and section as follows:

Chapter 5.8 Automatic Amusement Devices
Section 5.08.010 Automatic Amusement Devices Annual License

In accordance with Massachusetts General Laws, Chapter 140, Section 177A, as amended from time to time, any individual or business desiring to keep and operate an automatic amusement device for hire, gain or reward shall secure an annual license from the Board of Selectmen. The Board of Selectmen shall not grant a license for any automatic amusement device, which present a risk of misuse as a gaming, device. Automatic amusement devices, which represent a risk of misuse as gaming devices, are those devices which have one or more of the following features: 1) the device accumulates more than twenty-six (26) plays, 2) the device is equipped with a "knock off" switch, button or similar device, 3) the device has a mechanism for adjusting the odds, 4) the device has a remote control feature that can reset the device from another location, 5) the device is capable of returning money to the player, other than the change for the excess amount put in, 6) each game on the device does not cost exactly the same amount for each player, and a player may change any aspect of the game by paying a different amount than any other player before or during the game, and 7) there is a metering device that accounts for both money/points in and money/points out.

All licenses for automatic amusement devices granted by the Board of Selectmen shall be subject to inspection by the Tewksbury Police Department to insure conformance with submitted application information and local by law requirements. Any unlicensed automatic amusement device shall be subject to immediate seizure by the Tewksbury Police Department. Any person found in violation of this by-law shall be punished by a fine of \$200.00 for each offense.

If any sentence, clause or phrase of this by-law is, for any reason, held to be invalid or unconstitutional, such decision shall not affect the validity of the remaining portions.

ARTICLE 35

To see if the Town will vote to amend the Town of Tewksbury By-Laws, by adding the following provision:

Municipal Services for Condominiums and Housing Cooperative Corporations

A. Except as provided or in Subsection (c) of this section, the Town of Tewksbury shall provide the following

services to residential condominiums organized under M.G.L. c. 183A and to Housing Cooperative Corporations organized under M.G.L. c. 15(B), S4, whether owner occupied or rental, and regardless of the number of units in the building, or buildings, comprising the Condominium or Housing Cooperative Corporation in the same fashion as the Town of Tewksbury provided those services to single family residences:

1. Collection of recyclable materials and garbage.
- B. Condominiums and Housing Cooperative Corporations shall be required to pay to the Town of Tewksbury the cost of any insurance riders required by the Town of Tewksbury.
- C. In lieu of providing some or all of the services set forth in subsection A(1) above, a municipality shall reimburse the Condominium or the Housing Cooperative Corporation an amount equal to the costs incurred by the Condominium or Housing Cooperative Corporation for providing those services, but not more than the costs that would be incurred by the Town of Tewksbury in providing those services directly. Any costs in excess of the amount which would have been incurred by the Town of Tewksbury shall be the responsibility of the Condominium or housing Cooperative Corporation:
 1. Where the Town of Tewksbury elects to reimburse as here provided for, the Town of Tewksbury shall reimburse quarterly upon submission to the Town of Tewksbury by the Condominium or Housing Cooperative Corporation of an accounting of its costs incurred or those services for the preceding quarter; and
 2. Wherever the term "municipality" is used hereunder, the term shall mean the Town of Tewksbury, its subdivisions, agents, servants and/or employees, or act in relation thereto.

Anthony J. Ippolito and others

Executive Summary: The proposed warrant article would have the effect of providing trash service to Condominium Associations and Housing Cooperatives in the Town of Tewksbury to the same extent that the Town now provides those services to single family residences. These services include the collection of recyclable materials and garbage. The Town would have the option to reimburse these entities in an amount equal to the costs incurred by the same, but not more than the costs that would be incurred by the Town of Tewksbury in providing these services.

Motion: The Finance Committee motioned to Indefinitely Postpone Article 35.
Ms. Lisa Ruggier motioned to Adopt Article 35.

Ms. Lisa Ruggier motioned to Amend Article 35 but withdrew her motion and supported Mr. Hurton's motion.
Mr. William Hurton motioned to Amend Article 35.

A request was made to allow Attorney Perkins, a non-voter, who is representing the Condominium residents and associations, permission to address the Assembly, and this motion was Adopted. 9:35 PM (5/1/00)

A motion was made to Move the Question and this motion Failed. 9:54 PM (5/1/00)

Voted: Mr. Hurton's Amendment was Adopted. 9:59 PM (5/1/00)
The motion for Indefinite Postponement Failed. 10:01 PM (5/1/00)
Article 35 was Adopted, as Amended. 10:01 PM (5/1/00)

Amendment: Change the date from Jan. 1, 2001 to July 1st 2001

ARTICLE 36

To see if the Town will vote to name the North Fire Station in memory of John Gleason, or take any other action relative thereto.

Board of Selectmen

Executive Summary: The purpose of the article is to honor the memory of John F. Gleason, a life long resident and businessman, as well as a servant to the public as a member of the Finance Committee and Industrial Commission. Mr. Gleason organized and led a successful community initiative resulting in the town meeting appropriating funds to reopen the North Street Fire Station.

Motion: The Finance Committee motioned to Adopt Article 36.

A motion was made to request a Standing Count and this motion was Adopted.

Voted: Article 36 was Adopted. 40 YES 29 NO 8:24 PM (5/3/00)

ARTICLE 37

To see if the Town will vote, pursuant to Massachusetts General Laws Chapter 82, Section 23, as amended, and other applicable statutes, to accept the laying out of a particular town way by order of the Board of Selectmen as follows:

TOWN OF TEWKSBURY
BY ORDER OF THE BOARD OF SELECTMEN
ROADWAY LAYOUT

A certain parcel of land situated in Tewksbury, Middlesex County, Massachusetts and shown as "Matthews Way" on a plan entitled

And being more particularly bounded and described as follows:

Beginning at a point on the westerly side line of Main Street, also known as Route 38, said point being the southeast corner of land of now or formerly Star Enterprises, thence; S 60° 14' 50" E a distance of 27.00 feet, more or less, along said Main Street to a point, thence; S 30° 24' 50" W a distance of 150.00 feet, more or less, to a point, thence; N 60° 14' 09" W a distance of 27.00 feet, more or less, to a point at land of said Star Enterprises, thence; N 30° 24' 50" E a distance of 150.00 feet, more or less, to the point of beginning.

Said parcel is shown on a plan entitled "Proposed Roadway Layout Plan - 11 Main Street Tewksbury, Massachusetts" dated December 1, 1999, prepared by Cuoco & Cormier Engineering Associates, Inc. and is on file in the Office of the Town Clerk.

Board of Selectmen
Town Manager

Executive Summary: The purpose of this article is to create a public way to allow access to a property along Main Street abutting Interstate 495 and create or opportunity for economic development.

Motion: The Finance Committee motioned to Indefinitely Postpone Article 37.
Town Manager, David Cressman, motioned to Adopt Article 37.
Selectman Chairman, Charles Coldwell, motioned to Withdraw Article 37, Without Prejudice.

Voted: Article 37 was Withdrawn, Without Prejudice.
8:57 PM (5/3/00)

ARTICLE 38

To see if the Town will vote upon the recommendation of the Board of Selectmen and the Town Manager to transfer the care, custody, management, and control of Foster Park (shown as Lot 109 on Assessors map 69) to the Conservation Commission for park purposes, subject to the Town's maintaining a sewer easement. Foster Park is located southerly from but not adjoining Shawsheen Street, containing approximately twenty-three (23) acres of land and borders the Shawsheen River and was conveyed to the Town by Herbert L. Foster and Ida R. Foster by deed dated July 18, 1960, and recorded in the Middlesex North District Registry of Deeds, Book 1538, Page 266, with the condition that the land shall forever be used only as a park and playground and only for outdoor activities, or take any other action relative thereto.

Board of Selectmen

Executive Summary: The purpose of the Article is to transfer jurisdiction of Foster Park, consisting of twenty-three(23) acres and bordering the Shawsheen River, from the Board of Selectmen to the Conservation Commission

Motion: The Finance Committee motioned to Indefinitely Postpone Article 38.
Planning Director, Sean Sullivan, motioned to Adopt Article 38.
The Board of Selectmen concurred with Mr. Sullivan's motion.

A motion was made to Move the Question and this motion was Adopted. 8:32 PM (5/3/00)

Voted: The motion for Indefinite Postponement Failed. 8:32 PM (5/3/00)
Article 38 was Adopted. 8:32 PM (5/3/00)

ARTICLE 39

To see if the Town will vote to authorize the Board of Selectmen to grant an easement to Massachusetts Electric Company for the purpose of installing, constructing, reconstructing, repairing, replacing, adding to, maintaining and operating for the transmission of high and low voltage electric current and for the transmission of intelligence, lines to consist of, but not limited to, one (1) pole with wires and cables strung upon and from the same and all necessary anchors, guys and appurtenances; lines of buried wire and cables installed in underground conduits on premises located off of Pond Street on Lot 29 Assessor's Map 30 and shown on a MECO sketch entitled: "Sprint Facility off Pond Street, Tewksbury, MA; Scale: NTS; Dated: 12/22/99 NA 024-066". Said plan on file in the Office of the Town Clerk. Or take any other action relative thereto.

Board of Selectmen
Town Manager

Executive Summary: This article grants an easement to the Massachusetts Electric Company to service the Sprint Cellular flag pole at the Dog Pound.

Motion: The Finance Committee motioned to Adopt Article 39.

Voted: Article 39 was Adopted. 8:25 PM (5/3/00)

ARTICLE 40

To see if the Town will vote to authorize the Board of Selectmen to grant an easement to New England Telephone and Telegraph Company for the purpose of placing telecommunication equipment which would provide for the transmission of telecommunications, intelligence and electricity in, on and over a certain portion of a parcel of land owned by the Town described below:

Land known as 120 Pond Street in the Town of Tewksbury being the property currently known as the Tewksbury Dog Pound and same property as described in Deed Book 543, Page 244 of the Town of Tewksbury, Massachusetts and recorded at the Middlesex North District Registry of Deeds in Lowell, Massachusetts.

The Proposed Easement Area is more particularly described as a certain Ten (10) foot by Ten (10) foot strip of land situated within a portion of said Grantor's land for Grantee substantially as shown on a sketch entitled Exhibit "A", attached hereto and made a part hereof.

Board of Selectmen/Town Manager

Executive Summary: This article grants an easement to New England Telephone and Telegraph Company to service the Sprint cellular flagpole at the Dog Pound.

Motion: The Finance Committee motioned to Adopt Article 40.

Voted: Article 40 was Adopted. 8:25 PM (5/3/00)

ARTICLE 41

To see if the Town will vote to authorize the Board of Selectmen to grant an easement to New England Telephone and Telegraph Company for the purpose of placing, telecommunication equipment which would provide for the transmission of telecommunications, intelligence and electricity in, on and over a certain portion of a parcel of land owned by the Town described below:

Land known as One Griffin Way in the Town of Tewksbury being the property currently known as the Wynn Middle School and same property as described in Deed Book 1553, Page 317 of the Town of Tewksbury, Massachusetts and recorded at the Middlesex North District Registry of Deeds in Lowell, Massachusetts.

The Proposed Easement Area is more particularly described as a certain Ten (10) foot by Ten (10) foot strip of land situated within a portion of said Grantor's land for Grantee substantially as shown on a sketch entitled Exhibit "A", attached hereto and made a part hereof.

Board of Selectmen
Town Manager

Executive Summary: This article grants an easement to the New England Telephone & Telegraph Company to service the AT & T monopole near the Wynn Middle School.

Motion: The Finance Committee motioned to Adopt Article 41.

Voted: Article 41 was Adopted. 8:25 PM (5/3/00)

Finance Committee Chairman, Ray Shaw, motioned to Adjourn the Year 2000 Annual Town Meeting, Sine Die, and this motion was Adopted. 9:20 PM (5/3/00)

ATTEST:
ELIZABETH A. CAREY, CMC, CMMC
TOWN CLERK

Special Town Meeting

May 1 & May 3, 2000

Tewksbury Memorial High School
320 Pleasant Street

Moderator James Coakley opened the May 1, 2000 Special Town Meeting at 8:15 PM.

There were 609 registered voters and 40 Visitors in attendance.

At 8:19 PM Mr. Mark Wood called for a Point of Order, "Many voters in the Assembly do not understand the procedure of why we are adjourning the May 1, 2000 Annual Town Meeting."

The Moderator explained that it was his responsibility and State Law to open a Special Town Meeting at the time the Special Town Meeting is called. The Special Town Meeting was called for May 1, 2000 at 8:15 PM.

Finance Committee Chairman, Ray Shaw motioned to Recess the May 1st Special Town Meeting to 7:00 PM, Wednesday, May 3, at the Memorial High School and this motion was Adopted.
8:25 PM (5/1/00)

At 7:00 PM, May 3, 2000 the Recessed Special Town Meeting (May 1, 2000) was called back into session.

There were 171 Registered Voters and 10 Visitors in attendance.

The Finance Committee motioned to Waive the Reading of the Warrant Articles and this motion was Adopted.
7:00 PM (5/3/00)

ARTICLE 1

To see if the Town will vote to transfer the following sums or take any action relative thereto:

| FROM | TO |
|--|---|
| S 7,649 Cable TV-Operating (Prof. Services) | S 7,649 School Dept.-Salaries |
| 692 Cable TV-Salaries (Temp. P/T) | 692 Cable TV-Operating (Repairs/Maintenance) |
| 500 Assessors-Operating (Professional Services) | 500 Town Hall-Operating (Rental/Leases) |
| 1,000 Administrative Services (Outlay-Furniture) | 1,000 Administrative Services (Operating-Office Supplies) |
| 11,145 Building-Salaries (New Position) | 7,500 Reserve Fund |
| | 8,000 Fire-Operating (Repairs/Maintenance) |
| 12,000 Public Works Salaries (Temp P/T) | 3,000 Fire-Operating (Fire Alarms) |

| | |
|--|--|
| 720 Public Works-Outlay (Replacement Vehicles) | 600 Building-Operating Local Travel |
| | 1,300 Building-Outlay (Chairs) |
| 6,742 Public Works-Outlay (New Lease Payment) | 1,400 Building-Outlay (Lights) |
| 349 Public Works-Outlay (Truck Radios) | 2,000 Town Hall Annex-Outlay (Sewer Connection) |
| 102 Public Works-Outlay (Garage Doors) | 12,000 Public Works-Operating (Repairs/Maintenance) |
| | 7,193 Public Works-Operating (Supplies and Services) |
| 55,000 Interest Temporary Loans | 41,300 Veterans-Operating (Veterans Aid) |
| 1,650 Planning Board-Salaries (Regular Salaries) | 15,000 Occupational Injury Reserve |
| | 9,000 Liability Insurance |
| 24,181 Library-Salaries (New Positions) | 2,876 Patriotic Activities Committee (Operating) |
| \$121,010 | \$121,010 |

Town Manager

Executive Summary: This article is the regular Special Town Meeting Article whereby the Town transfers funds from accounts with a projected surplus to accounts with projected deficits.

Motion: The Finance Committee motioned to Amend Article 1 with two (2) Amendment's and Adopt Article 1, as Amended.

Voted: The first (1) Amendment was Adopted.
7:03 PM (5/3/00)
The second (2) Amendment was Adopted.
7:03 PM (5/3/00)
Article 1 was Adopted, as Amended.

AMENDMENT #1:

FROM

Change: Interest Temporary Loans amount from \$55,000 to \$59,280

Add: Exceptional Children – Operating (All other supplies) \$680

Add: Building Dept. – Salaries (New Position) \$6

Add: Street Lighting – Operating \$10,000

Add: Unemployment Compensation – Operating \$8,120

Change total of "FROM" column to \$144,096

TO

Change: Veterans – Operating (Veterans Aid) amount from \$41,300 to \$35,000

Change: Occupational Injury Reserve amount from \$15,000 to \$20,300

Change: Liability Insurance amount from \$9,000 to \$10,000

Add: Exceptional Children – Salaries (Temp part-time) \$680

Add: Building – Salaries (Regular) \$6

Add: Aux. Buildings – Annex – Operating (Utilities) \$3,000

Add: Town Hall – Operating (Non-energy utilities) \$2,000

Add: Town Clerk – Salaries (Buyback) \$1,400

Add: Treasurer – Operating (Office supplies) \$6,000

Add: Fire – Salaries (Regular) \$10,000

Change total of “TO” column to \$144,096

AMENDMENT #2:

Add:

| | From | | To |
|----------------------|---|----------|--------------|
| \$14,322 | Maturing Debt | \$14,322 | Medicare Tax |
| \$ 2,478 | Interest-Maturing Debt | \$ 2,478 | Medicare Tax |
| \$ 7,200 | Assessor-Operating (Professional Services) | \$ 7,200 | Medicare Tax |
| <hr/> | | <hr/> | |
| \$24,000 | | \$24,000 | |
| New Total \$ 168,096 | | | |

ARTICLE 2

To see if the Town will vote to transfer from available funds, specifically the Selectmen’s Salary Account, the sum of five thousand (\$5,000.00) dollars to be expended by the New School Building Committee for the purchase of furnishings for the new John R. Ryan Elementary School. Or take any other action relative thereto.

Board of Selectmen

Executive Summary: Selectman John Ryan has requested that his salary be donated to the New School Building Committee for the purpose of furnishing the new John F. Ryan Elementary School.

Motion: The Finance Committee motioned to Adopt Article 2 and Transfer the sum of \$5,000.

Voted: Article 2 was Adopted. 7:04 PM (5/3/00)

ARTICLE 3

To see if the Town will vote to transfer from the E & D account the total sum of \$900,000 to the Group Health Insurance account or take any other action relative thereto.

Town Manager

Executive Summary: The purpose of this article is to transfer funds to help erase a projected deficit in the Group Health Insurance account due to an increase in claims.

Motion: The Finance Committee motioned to Adopt Article 3 and Transfer the sum of \$900,000.

Voted: Article 3 was Adopted. 7:05 PM (5/3/00)

ARTICLE 4

To see if the Town will vote to transfer from Overlay Surplus the sum of \$200,000 to the Group Health Insurance account or take any other action relative thereto.

Town Manager

Executive Summary: The purpose of this article is to transfer funds to the Group Health Insurance account to erase a projected deficit in the Group Health Insurance account due to an increase in claims.

Motion: The Finance Committee motioned to Adopt Article 4 and Transfer the sum of \$200,000.

Voted: Article 4 was Adopted. 7:05 PM (5/3/00)

ARTICLE 5

To see if the Town will appropriate a sum of money by borrowing or otherwise, for the purpose of remodeling, reconstructing and making extraordinary repairs to the Town Hall, including costs related to equipping and furnishings the same, or take any other action relative thereto.

Town Manager

Executive Summary: The purpose of this article is to authorize by borrowing a sum of money to begin design work and remodeling, reconstructing and making extraordinary repairs to Town Hall.

Motion: The Finance Committee motioned to Amend Article 5 and Adopt Article 5, as Amended.

Mr. Jerry Selissen motioned for the Indefinite Postponement of Article 5.

A motion was made to Move the Question and this motion was Adopted. 7:22 PM (5/3/00)

Voted: The Finance Committee’s Amendment was Adopted. 7:22 PM (5/3/00)

The motion for Indefinite Postponement Failed. 7:24 PM (5/3/00)

Article 5 was Adopted , as Amended.

7:25 PM (5/3/00)

98 YES 7 NO (2/3’s vote required: 70)

Finance Committee's Amendment: Replace the article with the following –

“To see if the Town will appropriate, by borrowing, the sum of \$100,000 to be expended at the direction of the Town Manager, for the purpose of remodeling, reconstructing and making extraordinary repairs to the Town Hall, including costs related to equipping and furnishing the same, and the payment of all other costs incidental and related thereto, and that to meet this appropriation, the Town Treasurer with the approval of the Selectmen, is hereby authorized to borrow said amount under and pursuant to Chapter 44, Section 7(3A) of the General Laws, or any other enabling authority, and to issue bonds or notes of the Town therefor; that the Town Manager and the Town Hall Building Committee are hereby authorized to apply for any federal, state, or other available grants for this purpose and to take any other action necessary for the completion of this project.”

ARTICLE 6

To see if the Town will vote to amend the Personnel By-Law, Section IV, Fringe Benefits by adding the following paragraph:

Paragraph O – The employees covered by the Personnel By-Law shall be eligible to participate in any early retirement benefit program negotiated between May 1, 2000 and September 30, 2000, by the Board of Selectmen with any other collective bargaining group. Said eligibility, qualifications and benefits shall be subject to the eligibility, qualifications, and benefits established in the negotiated Memorandum of Agreement signed by the Board of Selectmen except that the Police Chief and Deputy Police Chief shall be limited to any program negotiated with the Superior Officers; the Fire Chief shall be limited to any program negotiated with the IAFF, and the remaining employees may only participate in a program negotiated with AFSCME or take any other action relative thereto.

Town Manager

Executive Summary: The purpose of this article is to allow Personnel By-Law employees to participate in any early retirement program negotiated with the unions by the Board of Selectmen between May 1, 2000 and September 30, 2000, without the necessity of calling a Town Meeting to amend the Personnel By-Law.

Motion: The Finance Committee motioned to Amend Article 6 and Adopt, as Amended.

Voted: The Finance Committee's Amendment was Adopted. 7:27 PM (5/3/00)
Article 6 was Adopted, as Amended. 7:27 PM (5/3/00)

Finance Committee's Amendment:

Paragraph O – The employees covered by the Personnel By-Law shall be eligible to participate in any early retirement

benefit program negotiated between May 1, 2000 and September 30, 2000, by the Board of Selectmen with Personnel By Law employees except that the Police Chief and Deputy Police Chiefs may accept a program negotiated with the Superior Officers; the Fire Chief may accept a program negotiated with the IAFF or take any other action relative thereto.

ARTICLE 7

To see if the Town will vote to accept the new Massachusetts General Laws, Chapter 41, Section 108P additional compensation for a certified Collector or Treasurer, or take any other action relative thereto.

Warren Carey
Treasurer/Collector

Executive Summary: In cities, towns or districts that accept the new Massachusetts General Laws Chapter 41, Section 108P, additional compensation of 10% of annual salary, up to a maximum of \$1000 is also provided to a collector or treasurer who completes the necessary training and receives certification as a Massachusetts Municipal Collector, Massachusetts Municipal Treasurer or Massachusetts District Treasurer from the Massachusetts Collectors and Treasurers Association. A person who has received certification for both offices may be compensated for only one certification. The officer must provide the Selectmen with proof of certification to receive the additional compensation, which ends if the certification is discontinued or withdrawn. The additional compensation is prorated for the year if an eligible person does not hold the office for the entire year.

Motion: The Finance Committee motioned to Adopt Article 7.

Voted: Article 7 was Adopted. 7:28 PM (5/3/00)

ARTICLE 8

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$2000 to be expended by the Town Clerk for the purpose purchasing the items necessary for printing and installing permanent metal No Parking signs and poles on streets approved by the Board of Selectmen and permanent Handicap Parking signs and poles at Precinct 1- 1A, DPW; Precinct 2, Teen Center; Precinct 2A, Trahan School and Precinct 3A, Senior Center and to be installed by the Department of Public Works.

Elizabeth A. Carey
Town Clerk

Executive Summary: Every morning before and after an election the portable handicap parking signs and no parking signs are placed at or removed from their designated areas consuming valuable time from the custodians, DPW staff, and School Maintenance staff. There is also the issue of limited

storage space and costly maintenance of the portable signs. The permanent signs would avoid the necessary time to deliver and remove the signs, reduce the valuable time necessary to display the signs, avoid the storage problem and would be cost effective in maintaining the signs.

Motion: The Finance Committee motioned to Adopt and Raise & Appropriate \$2000 for the purpose of Article 8.

Voted: Article 8 was Adopted. 7:29 PM (5/3/00)
**This is a FY2001 appropriation.

ARTICLE 9

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$2000.00 to the DPW Operating Account for the purpose of relining and stenciling the Handicap parking spaces and relining the parking spaces at the DPW, Teen Center, Senior Center, Town Hall, Library and Trahan School parking lots.

Elizabeth Carey
Town Clerk

Executive Summary: This would help the vehicle driver to distinguish the proper parking space to park their vehicle and would help control the flow of traffic, in a safe manner; especially during any election and during busy times at the above locations.

Motion: The Finance Committee motioned to Adopt and Raise & Appropriate \$2000 for the purpose of Article 9.

Voted: Article 9 was Adopted. 7:30 PM (5/3/00)
**This is a FY2001 appropriation.

ARTICLE 10

Shall the Town vote to accept the new Massachusetts General Laws, Chapter 41, Section 19K, additional compensation for certified Town Clerks, or take any other action relative thereto.

Elizabeth Carey
Town Clerk

Executive Summary: In towns that accept the new Massachusetts General Law Chapter 41, Section 19K, a town clerk who completes the necessary training and receives certification as a Massachusetts Municipal Clerk from the Massachusetts Town Clerks' Association will now be paid additional compensation of 10 percent of the clerk's regular annual salary up to a maximum of \$1,000. To qualify, the clerk must provide the Selectmen with proof of certification. The additional compensation is prorated for the year if an eligible person does not hold the office of Town Clerk for the

entire year. If the certification is discontinued or withdrawn, the additional compensation ends.

Motion: The Finance Committee motioned to Adopt Article 10.

Voted: Article 10 was Adopted. 7:31 PM (5/3/00)

ARTICLE 11

To see if the Town of Tewksbury will vote to accept the provisions of sections sixty-one A sixty-one B of Chapter Thirty-One of the General Laws of Massachusetts.

Thomas M. Cooke and Others

Executive Summary: By accepting sections sixty-one A and sixty-one B of Chapter ThirtyOne of the Massachusetts Generals the Town would be able to select candidates from the Civil service list for police officer and firefighter positions who are over the age of thirty-two. Furthermore, the acceptance of sections sixty-one A and sixty-one B of Chapter Thirty One would require that police officer and firefighter candidates meet and maintain minimum health and physical fitness standards establishes by the Massachusetts Department of Personnel Administrations (Civil Service).

Motion: The Finance Committee motioned to Adopt Article 11.

The Board of Selectmen concurred.

Police Chief John Mackey supports the Adoption of Article 11.

Voted: Article 11 was Adopted. 7:34 PM (5/3/00)

ARTICLE 12

To see if the Town will vote to amend the Zoning By Law Section 3 Zoning Districts by rezoning from Residential one acre (R40) to Heavy Industrial (HI) Tewksbury Assessors Map 10, Lots 40, 41, 44, 45, 46, 54, 55, 56, 73 or take any other action relative thereto.

James Andella and Others

Executive Summary: This article seeks to rezone from Residential (R40) to Heavy Industrial (IH) the parcels of land known as a portion of Assessor's Map 10, Lots 40, 41, 44, 45, 46, 54, 55, 56, 73. The parcel contains approximately four plus acres of land and abuts Heavy Industrial zoned parcels. The property location is Laurier Avenue and Eagrett Avenue.

Please Note: Planning Board Public Hearing on this article April 24, 2000, 6:45 p.m. Town Hall.

Motion: Mr. James Andella motioned to Withdraw Article 12.

Voted: Article 12 was Withdrawn. 7:35 PM (5/3/00)

ARTICLE 13

To see if the Town will vote to amend the provisions of Section 4.6, USE REGULATION SCHEDULE, of the Zoning By law by adding thereto in the NOTES FOR USE REGULATION SCHEDULE, a new note (14); and to amend the provisions of Section 5.3, SCHEDULE OF LOT COVERAGE AND DIMENSIONAL REQUIREMENTS, by adding thereto in the FOOTNOTES TO SCHEDULE OF LOT COVERAGE AND DIMENSIONAL REQUIREMENTS, of the Zoning By law a new note (p), such amendment to read as follows:

Section 4.6 NOTES FOR USE REGULATION SCHEDULE

14. Special Permit to Construct Animal Shelters and Corrals
- 14.1 The housing and sheltering of horses, livestock and other domesticated animals shall be allowed in all R-40, R-80 and FA zoning districts by Special Permit from the Board of Appeals, subject to the following conditions:
- 14.1.1 No person shall erect or use as a stable any building unless such use is licensed by the Board of Health in accordance with its rules and regulations and complies with all applicable building codes and Zoning By-laws; provided, however, that in the event that any rule or regulation of the Board of Health pertaining to the issuance of animal permits is in conflict with the provisions of the Zoning By law, the provisions of the Zoning By law shall prevail.
- 14.1.2 All buildings used to shelter horses or other livestock shall have a ceiling at least seven (7') feet high but not less than one (1') foot above the head of any animal sheltered therein. Every roof shall be water and weather tight.
- 14.1.3 All shelters and corrals shall have sufficient drainage to prevent the collection of water inside said confines. No shelter or corral shall be located in an area subject to flooding.
- 14.1.4 All shelters and corrals shall be supplied with an adequate and potable water source.
- 14.1.5 Corrals shall be a minimum of 5,000 square feet and shall not include riding rings, tracks or pastureland. With three or more animals the minimum corral area shall be 3,000 square feet per horse.
- 14.1.6 The following land area shall be required in order to keep horses or livestock. The Board may require larger areas when it determines that special conditions exist peculiar to the location and the circumstances.
- | No. of Animals | Land Area | Upland Area |
|----------------|-----------|-------------|
| 2 or less | .5 acres | .25 acres |
| 3, 4, or 5 | 2 acres | 1.0 acres |
| 6 or more | 3 acres | 1.5 acres |

Section 5.3 FOOTNOTES TO SCHEDULE OF LOT COVERAGE AND DIMENSIONAL REQUIREMENTS

- (p) In any R-40, R-80 or FA zoning district, no shelter or corral shall be closer to a lot line than the distances shown to the components listed in the following table. The distances shown are minimum distances and may be increased by the Board where required by conditions peculiar to a location or by zoning requirements.

| | Shelter | Corral | Swine |
|-----------------------------------|---------|--------|-------|
| Minimum Front Yard Setback (feet) | 25' | 25' | 150' |
| Minimum Side Yard Setback (feet) | 15' | 15' | 50' |
| Minimum Rear Yard Setback (feet) | 15' | 15' | 50' |

Gordon Neville and Others

Executive Summary: This article seeks to amend the provisions of Section 4.6, USE REGULATION SCHEDULE, of the Zoning By law by adding thereto in the NOTES FOR USE REGULATION SCHEDULE, a new note (14); and to amend the provisions of Section 5.3, SCHEDULE OF LOT COVERAGE AND DIMENSIONAL REQUIREMENTS, of the Zoning By law by adding thereto in the FOOTNOTES TO SCHEDULE OF LOT COVERAGE AND DIMENSIONAL REQUIREMENTS, a new note (p). These new sections would require that the housing and sheltering of horses, livestock and other domesticated animals be allowed in all R-40, R-80 and FA zoning districts only by Special Permit from the Board of Appeals. These sections further provide that no person shall erect or use as a stable any building unless such use is licensed by the Board of Health in accordance with its rules and regulations and complies with all applicable building codes and Zoning By laws.

Please Note: Planning Board Public Hearing on this article April 24, 2000, 6:45 p.m. Town Hall.

Motion: The Planning Board motioned for the Indefinite Postponement of Article 13.
The Board of Selectmen concurred.
Attorney Richard O'Neill motioned to Amend Article 13.

Voted: Attorney O'Neill's Amendment Failed.
7:55 PM (5/3/00)
Article 13 was Indefinitely Postponed.
7:55 PM (5/3/00)

ARTICLE 14

To see if the Town will vote to authorize the Board of Selectmen to remove paragraph 3 (which erroneously states that the parcel Lot 61, Map 81 must become part of the contiguous premises. The grantee has never had "contiguous premises" as Lot 61, Map 81 has always been a separate lot in a separate name with a separate tax bill) contained in a deed from the Town of Tewksbury to Carol Maselli shown as Lot 61 on Assessors Map 81 Lots 227-231 Plan Book 24, Plan 23, Book 891, Page 468 in the North Middlesex Registry of Deeds. This article is also to see if the Town will vote to authorize payment to the Town of Tewksbury of the assessed value of the above described parcel for the sum of \$46,500 for the removal of paragraph 3 as established by the Board of

Assessors or do anything in relation thereto to allow clear and marketable title from the existing deed, upon payment to the Town of Tewksbury for the assessed value of \$46,500.

Brenda A. Scheipers and Others

Executive Summary: We are asking the town to remove paragraph 3 which erroneously states that the parcel (Lot 61, Map 81) must become part of the grantee's contiguous premises. The grantee has never had "contiguous premises" as Lot 61 has always been a separate lot in a separate name with a separate tax bill described in a deed to Carol Maselli, now of Wilmington, MA from the Town of Tewksbury and to authorize payment to the Town of Tewksbury for the assessed value of \$46,500 for the removal of erroneously stated paragraph 3. Taxes on Lot 61 continue to be paid by Carol Maselli now of Wilmington, MA.

Motion: The Finance Committee motioned for the Indefinite Postponement of Article 14.

The Board of Selectmen concurred.

It was voted to allow a non-resident the opportunity to speak to the Assembly. 7:56 PM (5/3/00)

Voted: Article 14 was Indefinitely Postponed.

8:01 PM (5/3/00)

Finance Committee Chairman, Ray Shaw, motioned to Adjourn the May 1, 2000 Special Town Meeting, Sine Die, and this motion was Adopted at 8:02 PM. (5/3/00)

ATTEST:

ELIZABETH A. CAREY, CMMC, CMC
TOWN CLERK

Auditor, Assessors, Treasurer/Collector, Town Manager, Board of Selectmen and Finance Committee:

Pursuant to Section 15A, Chapter 41, Massachusetts General, I hereby certify to the funds appropriated at the Special Town Meeting, convened by proper Warrant on May 1, 2000.

**APPROPRIATION CERTIFICATE – SPECIAL TOWN MEETING
MAY 1 & MAY 3, 2000**

| <u>ARTICLE</u> | <u>FY 2001 RAISE & APPROPRIATE</u> | <u>TRANSFER FROM</u> | <u>BORROW</u> |
|--|--|--|---------------------|
| 1. Certain Sums of Money to Specific Accounts | | \$168,096.00 Prev. Appropriated Monies | |
| 2. Ryan School Furnishings | | 5,000.00 Selectmen Salary Acct. | |
| 3. Group Health Insurance | | 900,000.00 E&D Account | |
| 4. Group Health Insurance | | 200,000.00 Overlay Surplus | |
| 5. Remodeling Town Hall | | | 100,000.00 |
| 8. No Parking Signs (Printing & Installing) | \$2,000.00 | | |
| 9. Parking Spaces (Relining & Stenciling) | \$2,000.00 | | |
| TOTAL RAISE & APPROPRIATE (FY 2001) | \$4,000.00 | | |
| TRANSFERS | | \$173,096.00 | |
| TRANSFER FROM E&D | | 900,000.00 | |
| TRANSFER FROM OVERLAY SURPLUS | | <u>200,000.00</u> | |
| TOTAL TRANSFERS | | \$1,273,096.00 | |
| BORROW | | | \$100,000.00 |

ATTEST:

ELIZABETH A. CAREY, CMMC, CMC
TOWN CLERK

Special Town Meeting

May 23, 2000

Tewksbury Memorial High School
320 Pleasant Street

Moderator James Coakley opened the May 23, 2000, Special Town Meeting at 7:00 P.M.

The Moderator called for a five minute Recess to allow voters, standing in line, to be checked in.

The Special Town Meeting Reconvened at 7:07 P.M.

Moderator Coakley called for a Moment of Silence for recently deceased Patricia Qua, an elected member and Chairman of the Library Trustees, a Governor appointee of the Tewksbury Housing Authority, a member of the Library Building Committee, a member of the Town Hall Annex Building Committee, a member of the Town Hall Space Committee and a Community Activist.

There were 443 Registered Voters and 13 Visitors in attendance.

Finance Committee Chairman, Ray Shaw, motioned to Waive the Reading of the Warrant Article and this motion was Adopted at 7:08 PM.

ARTICLE 1

To see if the Town will vote to appropriate \$15,500,000.00 for the purpose of adding to, remodeling or making extraordinary repairs to, equipping and furnishing the John W. Wynn Middle School, including the payment of all costs incidental and related thereto, to determine whether this appropriation shall be raised by borrowing or otherwise; and to

authorize the John W. Wynn Middle School Building Committee and the Town Manager to apply for and accept any grants or gifts available in connection with this project; provided however, that any expenditure voted under this article shall be contingent upon approval of a Proposition 2 ½ debt exclusion question at a regular or Special Town Election, or to take any other action relative thereto.

John W. Wynn Middle School Building Committee

Motion: Finance Committee Chairman, Ray Shaw, motioned to Adopt Article 1 and Raise by Borrowing \$15,500,000.00. James Cutelis, Chairman of the Wynn Middle School Building Committee, concurred. Scott Consaul, Chairman of the School Committee, supported the Adoption of Article 1.

The Moderator motioned to Move the Question and this motion was Adopted at 7:33 P.M.

Article 1 was Adopted. 100 YES 22 NO (2/3's vote required: 82) 7:33 P.M. May 23, 2000

Finance Committee Chairman, Ray Shaw, motioned to Adjourn the May 23, 2000, Special Town Meeting and this motion was Adopted at 7:35 P.M.

ATTEST:
ELIZABETH A. CAREY, CMMC, CMC
TOWN CLERK

Auditor, Assessors, Treasurer/Collector, Town Manager, Board of Selectmen and Finance Committee:

Pursuant to Section 15A, Chapter 41, Massachusetts General, I hereby certify to the funds appropriated at the Special Town Meeting, convened by proper Warrant on May 23, 2000.

APPROPRIATION CERTIFICATE - SPECIAL TOWN MEETING MAY 23, 2000

| <u>ARTICLE</u> | <u>RAISE & APPROPRIATE</u> | <u>TRANSFER FROM</u> | <u>BORROW</u> |
|---|------------------------------------|----------------------|------------------------|
| 1. Adding to, remodeling or making extraordinary repairs to, equipping and furnishing the John W. Wynn Middle School, that any expenditure voted under this article shall be contingent upon approval of a Proposition 2 ½ debt exclusion question at a regular or Special Town Election. | | | \$15,500,000.00 |
| TOTAL RAISE & APPROPRIATE | S- 0 - | | |
| TOTAL TRANSFERS | | S- 0 - | |
| BORROW | | | \$15,500,000.00 |

ATTEST:
ELIZABETH A. CAREY, CMMC, CMC
TOWN CLERK

Special Town Election Results

May 27, 2000

At a meeting of the Inhabitants of the Town of Tewksbury, called by proper warrant and qualified to vote in Town affairs, held this day at the DPW for Precincts 1 and 1A, the Teen Center for Precinct 2, the Trahan School for Precinct 2A, the Town Hall for Precinct 3, the Senior Center for Precinct 3A, and the Library for Precinct 4, the following business was transacted. Registered on the ballot boxes in the seven Precincts showed 0000, and check lists were in order. Polls opened at 8:00 AM and closed at 8:00 PM. There were 1,962 votes cast. Precinct 1 - 246; Precinct 1A - 280, Precinct 2 - 288, Precinct 2A - 251, Precinct 3 - 308, Precinct 3A - 306, and Precinct 4 - 283.

Precinct 1 - Ellen M. Keefe, Warden
Alice Golen, Clerk
Precinct 1A - Mary A. Casazza, Warden
Priscilla Marsh, Clerk
Precinct 2 - Bernice Sprague, Warden
Marie T. Magro, Clerk
Precinct 2A - Rosemarie Krugh, Warden
Ann M. Morelli, Clerk
Precinct 3 - Jean Ray, Warden
Warren Ray, Clerk
Precinct 3A - Rita Coyle, Warden
Mary Pilcher, Clerk
Precinct 4 - Mary Ann Nichols, Warden
Mary Pepin, Clerk

PRECINCT TOTALS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|-----|-----|-----|-----|-----|-----|-----|-------|
| | 246 | 280 | 288 | 251 | 308 | 306 | 283 | 1,962 |

QUESTION 1

Shall the Town of Tewksbury be allowed to exempt from the provisions of proposition two and one-half, so called, the amounts required to pay for the bonds issued for the purpose of adding to, remodeling or making extraordinary repairs to, equipping and furnishing the John W. Wynn Middle School, including the payment of all costs incidental and related to?

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|-----|-----|-----|-----|-----|-----|-----|-------|
| Blanks | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Yes | 192 | 181 | 180 | 188 | 234 | 190 | 187 | 1,352 |
| No | 54 | 99 | 108 | 63 | 74 | 116 | 96 | 610 |
| Total | 246 | 280 | 288 | 251 | 308 | 306 | 283 | 1,962 |

State Primary

September 19, 2000

At a meeting of the Inhabitants of the Town of Tewksbury, called by proper warrant and qualified to vote in Town affairs, held this day at the DPW for Precinct 1 and 1A; at the Teen Center for Precinct 2; at the Trahan School for Precinct 2A; at the Town Hall for Precinct 3; at the Senior Center for Precinct 3A; and at the Library for Precinct 4, the following business was transacted. Registered on the ballot boxes in the seven Precincts showed 0000, and check lists were in order. Polls opened at 7:00 AM and closed at 8:00 PM. There were 2,062 votes cast. Precinct 1 - 244, Precinct 1A - 344, Precinct 2 - 305, Precinct 2A - 309, Precinct 3 - 198, Precinct 3A - 328, and Precinct 4 - 334.

- Precinct 1 - Ellen M. Keefe, Warden
Alice A. Carroll, Clerk
- Precinct 1A - Mary A. Casazza, Warden
Yolanda Luongo, Clerk
- Precinct 2 - Bernice Sprague, Warden
Marie T. Magro, Clerk
- Precinct 2A - Rosemarie Krugh, Warden
Bertha D'Amico, Clerk
- Precinct 3 - Jean Ray, Warden
Warren Ray, Clerk
- Precinct 3A - Rita Coyle, Warden
Mary Pilcher, Clerk
- Precinct 4 - Mary Ann Nichols, Warden
Rita O'Brien Dee, Clerk

DEMOCRATIC PARTY

PRECINCT TOTALS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|-----|-----|-----|-----|-----|-----|-----|-------|
| | 244 | 344 | 305 | 309 | 198 | 328 | 334 | 2062 |

SENATOR IN CONGRESS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|-------------------|-----|-----|-----|-----|-----|-----|-----|-------|
| Blanks | 48 | 65 | 50 | 58 | 45 | 88 | 72 | 426 |
| Edward M. Kennedy | 189 | 271 | 248 | 235 | 148 | 234 | 255 | 1580 |
| Others | 7 | 8 | 7 | 16 | 5 | 6 | 7 | 56 |
| Total | 244 | 344 | 305 | 309 | 198 | 328 | 334 | 2062 |

REPRESENTATIVE IN CONGRESS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|-----------------------|-----|-----|-----|-----|-----|-----|-----|-------|
| Blanks | 13 | 19 | 17 | 17 | 3 | 17 | 23 | 109 |
| Martin T. Meehan | 170 | 242 | 209 | 197 | 128 | 217 | 242 | 1405 |
| Joseph F. Osbaldeston | 26 | 36 | 24 | 30 | 10 | 26 | 17 | 169 |
| Thomas P. Tierney | 35 | 44 | 55 | 63 | 54 | 67 | 51 | 369 |
| Others | 0 | 3 | 0 | 2 | 3 | 1 | 1 | 10 |
| Total | 244 | 344 | 305 | 309 | 198 | 328 | 334 | 2062 |

COUNCILLOR

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|---------------------|-----|-----|-----|-----|-----|-----|-----|-------|
| Blanks | 44 | 56 | 49 | 50 | 22 | 59 | 59 | 339 |
| Patricia A. Dowling | 157 | 218 | 196 | 181 | 139 | 199 | 210 | 1300 |
| Mary-Ellen Manning | 43 | 70 | 59 | 78 | 37 | 70 | 65 | 422 |
| Others | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Total | 244 | 344 | 305 | 309 | 198 | 328 | 334 | 2062 |

SENATOR IN GENERAL COURT

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|-----------------|-----|-----|-----|-----|-----|-----|-----|-------|
| Blanks | 66 | 80 | 70 | 72 | 36 | 87 | 76 | 487 |
| Susan C. Tucker | 178 | 261 | 233 | 235 | 161 | 238 | 257 | 1563 |
| Others | 0 | 3 | 2 | 2 | 1 | 3 | 1 | 12 |
| Total | 244 | 344 | 305 | 309 | 198 | 328 | 334 | 2062 |

REPRESENTATIVE IN GENERAL COURT

| Precinct | 1 | 1A | 2 | 2A | 3A | 4 | Total |
|---------------------|-----|-----|-----|-----|-----|-----|-------|
| Blanks | 5 | 2 | 3 | 6 | 5 | 6 | 27 |
| James R. Miceli | 199 | 306 | 261 | 256 | 271 | 264 | 1557 |
| Salvatore P. Marino | 40 | 36 | 39 | 47 | 52 | 63 | 277 |
| Others | 0 | 0 | 2 | 0 | 0 | 1 | 3 |
| Total | 244 | 344 | 305 | 309 | 328 | 334 | 1864 |

| Precinct | 3 | Total |
|-----------------|-----|-------|
| Blanks | 33 | 33 |
| David M. Nangle | 163 | 163 |
| Others | 2 | 2 |
| Total | 198 | 198 |

CLERK OF COURTS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|-------------------------|-----|-----|-----|-----|-----|-----|-----|-------|
| Blanks | 43 | 62 | 56 | 49 | 20 | 57 | 55 | 342 |
| Edward J. Sullivan | 161 | 213 | 187 | 195 | 136 | 200 | 196 | 1288 |
| Dennis Michael Sullivan | 40 | 68 | 60 | 63 | 42 | 70 | 83 | 426 |
| Others | 0 | 1 | 2 | 2 | 0 | 1 | 0 | 6 |
| Total | 244 | 344 | 305 | 309 | 198 | 328 | 334 | 2062 |

REGISTER OF DEEDS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------------------|-----|-----|-----|-----|-----|-----|-----|-------|
| Blanks | 64 | 99 | 80 | 84 | 41 | 103 | 86 | 557 |
| Richard M. Howe, Jr. | 178 | 244 | 223 | 224 | 156 | 223 | 246 | 1494 |
| Others | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 11 |
| Total | 244 | 344 | 305 | 309 | 198 | 328 | 334 | 2062 |

REGISTER OF PROBATE

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|--------------------------|-----|-----|-----|-----|-----|-----|-----|-------|
| Blanks | 29 | 50 | 48 | 37 | 14 | 51 | 46 | 275 |
| Dean J. Bruno | 8 | 21 | 10 | 15 | 5 | 17 | 19 | 95 |
| John R. Buonomo | 25 | 23 | 23 | 27 | 10 | 17 | 41 | 166 |
| Thomas B. Concannon, Jr. | 5 | 2 | 3 | 11 | 11 | 8 | 7 | 47 |
| Tara DeCristofaro | 8 | 17 | 19 | 24 | 11 | 21 | 20 | 120 |
| Francis X. Flaherty | 18 | 34 | 41 | 31 | 22 | 25 | 25 | 196 |
| Melissa J. Hurley | 20 | 30 | 27 | 31 | 14 | 30 | 33 | 185 |
| Robert Wesley Keough | 46 | 59 | 47 | 52 | 23 | 46 | 38 | 311 |
| L. Paul Lucero | 8 | 2 | 19 | 14 | 9 | 5 | 17 | 74 |
| Ed McMahon | 77 | 106 | 68 | 67 | 78 | 108 | 87 | 591 |
| Others | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 2 |
| Total | 244 | 344 | 305 | 309 | 198 | 328 | 334 | 2062 |

LIBERTARIAN PRIMARY

PRECINCT TOTALS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|---|----|---|----|---|----|---|-------|
| | 1 | 0 | 2 | 0 | 1 | 2 | 2 | 8 |

SENATOR IN CONGRESS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|-----------------|---|----|---|----|---|----|---|-------|
| Blanks | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Carla A. Howell | 1 | 0 | 2 | 0 | 1 | 2 | 2 | 8 |
| Others | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 1 | 0 | 2 | 0 | 1 | 2 | 2 | 8 |

REPRESENTATIVE IN CONGRESS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|---|----|---|----|---|----|---|-------|
| Blanks | 1 | 0 | 2 | 0 | 1 | 1 | 2 | 7 |
| Others | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Total | 1 | 0 | 2 | 0 | 1 | 2 | 2 | 8 |

COUNCILLOR

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|---|----|---|----|---|----|---|-------|
| Blanks | 1 | 0 | 2 | 0 | 1 | 2 | 2 | 8 |
| Others | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 1 | 0 | 2 | 0 | 1 | 2 | 2 | 8 |

SENATOR IN GENERAL COURT

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|---|----|---|----|---|----|---|-------|
| Blanks | 1 | 0 | 2 | 0 | 1 | 2 | 2 | 8 |
| Others | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 1 | 0 | 2 | 0 | 1 | 2 | 2 | 8 |

REPRESENTATIVE IN GENERAL COURT

| Precinct | 1 | 1A | 2 | 2A | 3A | 4 | Total |
|----------|---|----|---|----|----|---|-------|
| Blanks | 1 | 0 | 2 | 0 | 1 | 1 | 5 |
| Others | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| Total | 1 | 0 | 2 | 0 | 2 | 2 | 7 |

| Precinct | 3 | Total |
|----------|---|-------|
| Blanks | 1 | 1 |
| Others | 0 | 0 |
| Total | 1 | 1 |

CLERK OF COURTS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|---|----|---|----|---|----|---|-------|
| Blanks | 1 | 0 | 2 | 0 | 1 | 2 | 2 | 8 |
| Others | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 1 | 0 | 2 | 0 | 1 | 2 | 2 | 8 |

REGISTER OF DEEDS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|---|----|---|----|---|----|---|-------|
| Blanks | 1 | 0 | 2 | 0 | 1 | 2 | 2 | 8 |
| Others | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 1 | 0 | 2 | 0 | 1 | 2 | 2 | 8 |

REGISTER OF PROBATE

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|---|----|---|----|---|----|---|-------|
| Blanks | 1 | 0 | 2 | 0 | 1 | 2 | 2 | 8 |
| Others | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 1 | 0 | 2 | 0 | 1 | 2 | 2 | 8 |

REPUBLICAN PARTY

PRECINCT TOTALS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|----|----|----|----|----|----|----|-------|
| | 49 | 53 | 34 | 65 | 59 | 48 | 44 | 352 |

SENATOR IN CONGRESS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------------------|----|----|----|----|----|----|----|-------|
| Blanks | 13 | 17 | 3 | 20 | 21 | 13 | 13 | 100 |
| Jack E. Robinson III | 36 | 33 | 27 | 42 | 34 | 34 | 31 | 237 |
| Others | 0 | 3 | 4 | 3 | 4 | 1 | 0 | 15 |
| Total | 49 | 53 | 34 | 65 | 59 | 48 | 44 | 352 |

REPRESENTATIVE IN CONGRESS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|----|----|----|----|----|----|----|-------|
| Blanks | 42 | 36 | 27 | 34 | 40 | 36 | 33 | 248 |
| LaPlante | 4 | 6 | 7 | 10 | 9 | 10 | 0 | 46 |
| Others | 3 | 11 | 0 | 21 | 10 | 2 | 11 | 58 |
| Total | 49 | 53 | 34 | 65 | 59 | 48 | 44 | 352 |

COUNCILLOR

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|----|----|----|----|----|----|----|-------|
| Blanks | 49 | 46 | 31 | 58 | 54 | 46 | 38 | 322 |
| Others | 0 | 7 | 3 | 7 | 5 | 2 | 6 | 30 |
| Total | 49 | 53 | 34 | 65 | 59 | 48 | 44 | 352 |

SENATOR IN GENERAL COURT

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|----|----|----|----|----|----|----|-------|
| Blanks | 48 | 48 | 31 | 59 | 52 | 46 | 38 | 322 |
| Others | 1 | 5 | 3 | 6 | 7 | 2 | 6 | 30 |
| Total | 49 | 53 | 34 | 65 | 59 | 48 | 44 | 352 |

REPRESENTATIVE IN GENERAL COURT

| Precinct | 1 | 1A | 2 | 2A | 3A | 4 | Total |
|----------|----|----|----|----|----|----|-------|
| Blanks | 48 | 47 | 31 | 58 | 46 | 37 | 267 |
| Others | 1 | 6 | 3 | 7 | 2 | 7 | 26 |
| Total | 49 | 53 | 34 | 65 | 48 | 44 | 293 |

| Precinct | 3 | Total |
|----------|----|-------|
| Blanks | 53 | 53 |
| Others | 6 | 6 |
| Total | 59 | 59 |

CLERK OF COURTS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|----|----|----|----|----|----|----|-------|
| Blanks | 48 | 48 | 31 | 60 | 51 | 46 | 37 | 321 |
| Others | 1 | 5 | 3 | 5 | 8 | 2 | 7 | 31 |
| Total | 49 | 53 | 34 | 65 | 59 | 48 | 44 | 352 |

REGISTER OF DEEDS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|----|----|----|----|----|----|----|-------|
| Blanks | 49 | 48 | 31 | 60 | 51 | 47 | 40 | 326 |
| Others | 0 | 5 | 3 | 5 | 8 | 1 | 4 | 26 |
| Total | 49 | 53 | 34 | 65 | 59 | 48 | 44 | 352 |

REGISTER OF PROBATE

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|-------------|----|----|----|----|----|----|----|-------|
| Blanks | 12 | 9 | 6 | 18 | 15 | 13 | 8 | 81 |
| Lee Johnson | 37 | 44 | 27 | 46 | 42 | 34 | 34 | 264 |
| Others | 0 | 0 | 1 | 1 | 2 | 1 | 2 | 7 |
| Total | 49 | 53 | 34 | 65 | 59 | 48 | 44 | 352 |

TOTAL TALLY

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|-------------|-----|-----|-----|-----|-----|-----|-----|-------|
| Democrat | 244 | 344 | 305 | 309 | 198 | 328 | 334 | 2062 |
| Libertarian | 1 | 0 | 2 | 0 | 1 | 2 | 2 | 8 |
| Republican | 49 | 53 | 34 | 65 | 59 | 48 | 44 | 352 |
| Total | 294 | 397 | 341 | 374 | 258 | 378 | 380 | 2422 |

State Primary Recount

September 30, 2000

On this 30th day of September, 2000 commencing at 1:00 p.m., we, the Board of Registrars, recounted the votes cast in the September 19, 2000, State Primary Election, Democratic, for the Office of the Register of Probate, Middlesex County according to the laws of the Commonwealth of Massachusetts.

We found all ballots and materials properly retained in custody, as directed by the aforesaid laws.

We have determined the results of the recount to be as follows:

| | |
|--------------------------|--------|
| Candidate | Result |
| Dean J. Bruno | 90 |
| John R. Buonomo | 156 |
| Thomas B. Concannon, Jr. | 37 |
| Tara DeCristofaro | 109 |
| Francis X. Flaherty | 175 |
| Melissa J. Hurley | 172 |
| Robert Wesley Keough | 291 |
| L. Paul Lucero | 64 |
| Ed McMahon | 516 |
| Blanks | 256 |
| Others | 1 |
| Total Ballots Cast | 1,867 |

All ballots and materials of the September 19, 2000 State Primary Election and the September 30, 2000 recount of votes are given to the custody of Elizabeth A. Carey, Town Clerk.

Respectfully,
 Board of Registrars
 Beverly A. Bennett, Chairman
 Edward D. Creamer
 Robert A. Hunter
 Elizabeth A. Carey, Clerk

TOWN OF TEWKSBURY STATE PRIMARY RECOUNT SEPTEMBER 30, 2000 REGISTER OF PROBATE TOTAL TALLY

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|--------------------------|-----|-----|-----|-----|------|-----|-----|-------|
| Blanks | 28 | 49 | 48 | 35 | xxxx | 50 | 46 | 256 |
| Dean J. Bruno | 8 | 21 | 10 | 15 | xxxx | 17 | 19 | 90 |
| John R. Buonomo | 25 | 23 | 23 | 27 | xxxx | 17 | 41 | 156 |
| Thomas B. Concannon, Jr. | 5 | 3 | 3 | 11 | xxxx | 8 | 7 | 37 |
| Tara Decristofaro | 8 | 17 | 19 | 24 | xxxx | 21 | 20 | 109 |
| Francis X. Flaherty | 18 | 34 | 41 | 32 | xxxx | 25 | 25 | 175 |
| Melissa J. Hurley | 20 | 30 | 28 | 31 | xxxx | 30 | 33 | 172 |
| Robert Wesley Keough | 48 | 61 | 46 | 52 | xxxx | 46 | 38 | 291 |
| L. Paul Lucero | 8 | 2 | 19 | 14 | xxxx | 4 | 17 | 64 |
| Ed McMahon | 77 | 105 | 68 | 69 | xxxx | 110 | 87 | 516 |
| Others | 0 | 0 | 0 | 0 | xxxx | 0 | 1 | 1 |
| Total | 245 | 345 | 305 | 310 | xxxx | 328 | 334 | 1,867 |

A TRUE COPY ATTEST:
 ELIZABETH A. CAREY CMMC
 TOWN CLERK

Special Town Meeting

October 3, 2000

Tewksbury Memorial High School
320 Pleasant Street

Moderator James Coakley opened the October 3, 2000 Special Town Meeting at 7:30 P.M.

The Moderator designated the visitor's section.

The Moderator introduced Russell Morin and Matt Crouch, Troop 41, Tewksbury Baptist Church, who are working to receive the Boy Scout Citizenship Badge and are continuing their efforts to become Eagle Scouts.

There were 292 registered voters and 29 visitors in attendance.

Finance Committee Chairman, Ray Shaw, motioned to Waive the Reading of the Warrant Articles and this motion was Adopted. 7:31 PM

ARTICLE 1

To see if the Town will vote to transfer from the E&D account the total sum or \$922,830 to be used by the Assessors to reduce the current tax levy or take any related action.

Town Manager

Executive Summary: This article allows the Town to utilize funds that were considered available as of June 30, 1999 to balance the FY01 budget.

Motion: The Finance Committee motioned to amend Article 1 and Adopt Article 1, as Amended.

Voted: The Finance Committee's Amendment was Adopted. 7:32 PM (10/3/00)
Article 1 was Adopted, as Amended, by the required ¾'s vote.
40 YES -0- NO Unanimous Vote.
7:33 PM (10/3/00)

AMENDMENT: I move to amend Article 1 by deleting the sum of \$922,830 and replacing it with the sum of \$985,330.

ARTICLE 2

To see if the Town will vote to rescind the action taken at the 2000 Annual Town Meeting on Article 5 and to see if the Town will vote to raise and appropriate for its necessary purposes hereinafter designated, and determining that the same be expended only for such purposes by the respective departments and boards and commissions as follows:

| | <u>FY99 Actual 2/5/2000</u> | <u>FY2000 Town Adopted 36561</u> | <u>FY2001 Dept Requests 36561</u> | <u>FY2001 Town Mgr. Recom 08/17/2000</u> | <u>FY2001 FinCom Recom</u> | <u>Oct. 3, 2000 Voted</u> |
|-------------------------|-------------------------------------|--|---|--|------------------------------------|-------------------------------|
| 1. Moderator | | | | | | |
| Salaries | 500 | 500 | 500 | 500 | 500 | 500 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 15 | 100 | 100 | 100 | 100 | 100 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 515 | 600 | 600 | 600 | 600 | 600 |
| 2. Selectmen | | | | | | |
| Salaries | 24108 | 33457 | 33457 | 30000 | 30000 | 30,000 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 68067 | 77375 | 78044 | 78044 | 78044 | 78,044 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items(Legal/NMCOG) | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 92175 | 110832 | 111501 | 108044 | 108044 | 108,044 |
| 3. Town Manager | | | | | | |
| Salaries | 203635 | 282396 | 286827 | 286827 | 286827 | 286,827 |

| | <u>FY99 Actual 2/5/2000</u> | <u>FY2000 Town Adopted 36561</u> | <u>FY2001 Dept Requests 36561</u> | <u>FY2001 Town Mgr. Recom 08/17/2000</u> | <u>FY2001 FinCom Recom</u> | <u>Oct. 3, 2000 Voted</u> |
|-----------------------------------|-------------------------------------|--|---|--|------------------------------------|-------------------------------|
| New Employees | 61926 | 0 | 0 | 0 | 0 | 0 |
| Operating | 3510 | 4107 | 3990 | 3990 | 3990 | 3,990 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items | | | | | | |
| Rubbish Collection | 0 | 0 | 0 | 0 | 0 | 0 |
| Rubbish Disposal | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 269071 | 286503 | 290817 | 290817 | 290817 | 290,817 |
| 4. Administrative Services | | | | | | |
| Salaries | 78757 | 86756 | 86418 | 86418 | 86418 | 86,418 |
| New Employees | 0 | 0 | 27953 | 0 | 0 | 0 |
| Operating | 4782 | 21400 | 24300 | 7800 | 7800 | 7,800 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 680 | 2000 | 1700 | 1200 | 1200 | 1,200 |
| (Dept. Total) | 84219 | 110156 | 140371 | 95418 | 95418 | 95,418 |
| 5. Finance Committee | | | | | | |
| Salaries | 2481 | 3090 | 3090 | 3090 | 3090 | 3,090 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 1114 | 1560 | 1560 | 1560 | 1560 | 1,560 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 3595 | 4650 | 4650 | 4650 | 4650 | 4,650 |
| 6. Reserve Fund | | | | | | |
| Salaries | 0 | 0 | 0 | 0 | 0 | 0 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 0 | 91205 | 100000 | 100000 | 100,000 | 100,000 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 0 | 91205 | 100000 | 100000 | 100,000 | 100,000 |
| 7. Accounting Dept. | | | | | | |
| Salaries | 135169 | 152875 | 148841 | 145341 | 145341 | 145,341 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 2663 | 5015 | 7543 | 7243 | 7243 | 7,243 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items(Recd Binding) | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 680 | 500 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 138512 | 158390 | 156384 | 152584 | 152584 | 152,584 |
| 8. Computer Services | | | | | | |
| Salaries | 85283 | 93915 | 96168 | 96168 | 96168 | 96,168 |
| New Employees | 0 | 0 | 27953 | 0 | 0 | 0 |
| Operating | 49741 | 50700 | 71200 | 66200 | 66200 | 66,200 |
| Out/State Travel | 0 | 0 | 1500 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 52712 | 75000 | 96700 | 67000 | 67000 | 67,000 |
| (Dept. Total) | 187736 | 219615 | 293521 | 229368 | 229368 | 229,368 |
| 9. Assessors | | | | | | |
| Salaries | 207018 | 237430 | 249762 | 247043 | 247043 | 247,043 |

| | <u>FY99 Actual 2/5/2000</u> | <u>FY2000 Town Adopted 36561</u> | <u>FY2001 Dept Requests 36561</u> | <u>FY2001 Town Mgr. Recom 08/17/2000</u> | <u>FY2001 FinCom Recom</u> | <u>Oct. 3, 2000 Voted</u> |
|-----------------------------------|-------------------------------------|--|---|--|------------------------------------|-------------------------------|
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 17568 | 24450 | 26400 | 26400 | 26400 | 26,400 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items(Reval.) | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 0 | 500 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 224586 | 262380 | 276162 | 273443 | 273443 | 273,443 |
| 10. Treasurer-Collector | | | | | | |
| Salaries | 307747 | 334193 | 331537 | 331537 | 331537 | 331,537 |
| New Employees | 0 | 0 | 22143 | 11809 | 11809 | 11,809 |
| Operating | 153484 | 214700 | 214700 | 214700 | 214700 | 214,700 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items(Book Bind.) | 0 | 0 | 0 | 0 | 0 | 0 |
| Employee Training Sem. | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 0 | 11848 | 8000 | 8000 | 8000 | 8,000 |
| (Dept. Total) | 461231 | 560741 | 576380 | 566046 | 566046 | 566,046 |
| 11. Town Counsel | | | | | | |
| Salaries | 0 | 0 | 0 | 0 | 0 | 0 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 75433 | 95093 | 95000 | 95000 | 95000 | 95,000 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 75433 | 95093 | 95000 | 95000 | 95000 | 95,000 |
| 12. Personnel Review Board | | | | | | |
| Salaries | 0 | 0 | 0 | 0 | 0 | 0 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 0 | 200 | 200 | 200 | 200 | 200 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items(Print.By-law) | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 0 | 200 | 200 | 200 | 200 | 200 |
| 13. Town Clerk | | | | | | |
| Salaries | 155011 | 171942 | 182225 | 176878 | 177878 | 177,878 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 11495 | 12644 | 13900 | 13900 | 13900 | 13,900 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 0 | 6277 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 166506 | 190863 | 196125 | 190778 | 191778 | 191,778 |
| 14. Election | | | | | | |
| Salaries | 23450 | 17394 | 28184 | 28184 | 28184 | 28,184 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 14998 | 5750 | 6700 | 6700 | 6700 | 6,700 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 38448 | 23144 | 34884 | 34884 | 34884 | 34,884 |
| 15. Board of Registrars | | | | | | |
| Salaries | 2650 | 2650 | 2650 | 2650 | 2650 | 2,650 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |

| | <u>FY99 Actual 2/5/2000</u> | <u>FY2000 Town Adopted 36561</u> | <u>FY2001 Dept Requests 36561</u> | <u>FY2001 Town Mgr. Recom 08/17/2000</u> | <u>FY2001 FinCom Recom</u> | <u>Oct. 3, 2000 Voted</u> |
|---|-------------------------------------|--|---|--|------------------------------------|-------------------------------|
| Operating | 1656 | 2270 | 2430 | 2430 | 2430 | 2,430 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 4306 | 4920 | 5080 | 5080 | 5080 | 5,080 |
| 16. Conservation Commission | | | | | | |
| Salaries | 2828 | 37276 | 43488 | 39888 | 3276 | 3,276 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 741 | 2400 | 2400 | 2400 | 2400 | 2,400 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 3569 | 39676 | 45888 | 42288 | 5676 | 5,676 |
| 17. Planning & Conservation(D) | | | | | | |
| Salaries | 106038 | 103285 | 105515 | 104415 | 141027 | 144,627 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 7513 | 8650 | 11900 | 9500 | 9500 | 9,500 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items(N.M.A.C.) | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 3000 | 1000 | 2419 | 0 | 0 | 0 |
| (Dept. Total) | 116551 | 112935 | 119834 | 113915 | 150527 | 154,126** |
| 18. Board of Appeals | | | | | | |
| Salaries | 2393 | 4000 | 4000 | 4000 | 4000 | 4,000 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 1572 | 1800 | 1800 | 1800 | 1800 | 1,800 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 3965 | 5800 | 5800 | 5800 | 5800 | 5,800 |
| 19. Aux. Buildings | | | | | | |
| Salaries | 0 | 0 | 0 | 0 | 0 | 0 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 3958 | 19000 | 38512 | 38512 | 38512 | 38,512 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 3958 | 19000 | 38512 | 38512 | 38512 | 38,512 |
| 20. Cable Television | | | | | | |
| Salaries | 2353 | 2885 | 2500 | 2500 | 2885 | 2,885 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 2425 | 10075 | 10460 | 10460 | 10075 | 10,075 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 4778 | 12960 | 12960 | 12960 | 12960 | 12,960 |
| 21. Town Hall | | | | | | |
| Salaries | 20139 | 20951 | 20951 | 20951 | 20951 | 20,951 |
| New Employees | 0 | 0 | 6589 | 0 | 0 | 0 |
| Operating | 56837 | 57286 | 56929 | 56929 | 56929 | 56,929 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |

| | <u>FY99 Actual 2/5/2000</u> | <u>FY2000 Town Adopted 36561</u> | <u>FY2001 Dept Requests 36561</u> | <u>FY2001 Town Mgr. Recom 08/17/2000</u> | <u>FY2001 FinCom Recom</u> | <u>Oct. 3, 2000 Voted</u> |
|---------------------------------|-------------------------------------|--|---|--|------------------------------------|-------------------------------|
| Line Items | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 1603 | 0 | 50000 | 0 | 0 | 0 |
| (Dept. Total) | 78579 | 78237 | 134469 | 77880 | 77880 | 77,880 |
| 22. Police Dept. | | | | | | |
| Salaries | 3743991 | 4251068 | 4521116 | 4378997 | 4383938 | 4,383,938 |
| New Employees | 0 | 0 | 25117 | 0 | 0 | 0 |
| Operating | 225598 | 254960 | 321787 | 261891 | 261891 | 261,891 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 103858 | 133400 | 318930 | 157000 | 196903 | 196,903 |
| (Dept. Total) | 4073447 | 4639428 | 5186950 | 4797888 | 4842732 | 4,842,732 |
| 23. Auxiliary Police | | | | | | |
| Salaries | 0 | 0 | 0 | 0 | 0 | 0 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 1637 | 1850 | 1920 | 1820 | 1820 | 1,820 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 1637 | 1850 | 1920 | 1820 | 1820 | 1,820 |
| 24. Fire Dept. | | | | | | |
| Salaries | 3110258 | 3230018 | 3281205 | 3225525 | 3230466 | 3,230,466 |
| New Employees | 0 | 0 | 149337 | 0 | 0 | 0 |
| Operating | 270050 | 164590 | 229240 | 197240 | 197240 | 197,240 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items(Mutual Aid) | 0 | 0 | 0 | 0 | 0 | 0 |
| Fire Alarm Maint. | 0 | 0 | 0 | 0 | 0 | 0 |
| North Station Maint. | 0 | 0 | 0 | 0 | 0 | 0 |
| Engine Repairs | 0 | 0 | 0 | 0 | 0 | 0 |
| Fire Prev. Wk. | 0 | 0 | 0 | 0 | 0 | 0 |
| Ambulance Billing | 0 | 0 | 0 | 0 | 0 | 0 |
| Physicals | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 4800 | 110387 | 389258 | 155028 | 155028 | 155,028 |
| (Dept. Total) | 3385108 | 3504995 | 4049040 | 3577793 | 3582734 | 3,582,734 |
| 25. Building Dept. | | | | | | |
| Salaries | 271072 | 275022 | 294626 | 298726 | 298726 | 298,726 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 8968 | 10655 | 14340 | 9340 | 10940 | 10,940 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 1936 | 0 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 281976 | 285677 | 308966 | 308066 | 309666 | 309,666 |
| 26. Emergency Management | | | | | | |
| Salaries | 3704 | 4025 | 4025 | 4025 | 4025 | 4,025 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 7463 | 12020 | 14538 | 14538 | 14538 | 14,538 |
| Out State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 5000 | 0 | 0 | 0 |
| (Dept. Total) | 6500 | 16045 | 23563 | 18563 | 18563 | 18,563 |

| | <u>FY99 Actual 2/5/2000</u> | <u>FY2000 Town Adopted 36561</u> | <u>FY2001 Dept Requests 36561</u> | <u>FY2001 Town Mgr. Recom 08/17/2000</u> | <u>FY2001 FinCom Recom</u> | <u>Oct. 3, 2000 Voted</u> |
|------------------------------------|-------------------------------------|--|---|--|------------------------------------|-------------------------------|
| 27. Dog Officer | | | | | | |
| Salaries | 43545 | 45430 | 47703 | 46703 | 46703 | 46,703 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 3399 | 4000 | 4800 | 4000 | 4000 | 4,000 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 800 | 0 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 47744 | 49430 | 52503 | 50703 | 50703 | 50,703 |
| 28. Parking Clerk | | | | | | |
| Salaries | 0 | 0 | 2000 | 0 | 0 | 0 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 1003 | 2705 | 1565 | 1565 | 1565 | 1,565 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 1003 | 2705 | 3565 | 1565 | 1565 | 1,565 |
| 29. School Dept. | | | | | | |
| Salaries | 15726200 | 18325742 | 19801504 | 19025742 | 19200742 | 19,268,242 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 5678204 | 6271149 | 7137308 | 6682466 | 6682466 | 6,682,466 |
| Out/State Travel | 3877 | 0 | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 152485 | 102019 | 90702 | 90702 | 90702 | 90,702 |
| (Dept. Total) | 21560766 | 24698910 | 27029514 | 25798910 | 25973910 | 26,041,410 |
| 30. Special School Projects | | | | | | |
| Salaries | 2808 | 4000 | 4000 | 4000 | 4000 | 4,000 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 0 | 200 | 200 | 200 | 200 | 200 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items(Boiler Repl.) | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 2808 | 4200 | 4200 | 4200 | 4200 | 4,200 |
| 31. Public Works Dept. | | | | | | |
| Salaries | 1945830 | 2020312 | 2069292 | 2068492 | 2068492 | 2,068,492 |
| New Employees | 0 | 0 | 138062 | 30950 | 30950 | 30,950 |
| Operating | 1410369 | 1554215 | 1616400 | 1540758 | 1540758 | 1,540,758 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items | | | | | 0 | 0 |
| Town Shr.Lowell Sewer | 0 | 0 | 0 | 0 | 0 | 0 |
| Snow/Ice Control | 0 | 0 | 0 | 0 | 0 | 0 |
| Sewer/Well Proj. | 0 | 0 | 0 | 0 | 0 | 0 |
| Testing of Wells | 0 | 0 | 0 | 0 | 0 | 0 |
| Purchase of Water | 0 | 0 | 0 | 0 | 0 | 0 |
| Lar. Wtr. Meter Repl. | 0 | 0 | 0 | 0 | 0 | 0 |
| Sewer Coordinator | 0 | 0 | 0 | 0 | 0 | 0 |
| Wtr./Swr. Billing | 0 | 0 | 0 | 0 | 0 | 0 |
| Road Resurfacing | 0 | 0 | 0 | 0 | 0 | 0 |
| L.A./F.E. Loader | 0 | 0 | 0 | 0 | 0 | 0 |
| Hol./Dec. Acct. | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 77372 | 256965 | 469864 | 140017 | 140017 | 140,017 |
| (Dept. Total) | 3433571 | 3831492 | 4293618 | 3780217 | 3780217 | 3,780,217 |

| | <u>FY99 Actual 2/5/2000</u> | <u>FY2000 Town Adopted 36561</u> | <u>FY2001 Dept Requests 36561</u> | <u>FY2001 Town Mgr. Recom 08/17/2000</u> | <u>FY2001 FinCom Recom</u> | <u>Oct. 3, 2000 Voted</u> |
|---|-------------------------------------|--|---|--|------------------------------------|-------------------------------|
| 32. Street Lighting | | | | | | |
| Salaries | 0 | 0 | 0 | 0 | 0 | 0 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 119952 | 138529 | 138529 | 138529 | 138529 | 138,529 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 119952 | 138529 | 138529 | 138529 | 138529 | 138,529 |
| 33. Cemeteries | | | | | | |
| Salaries | 0 | 0 | 0 | 0 | 0 | 0 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 1600 | 1600 | 1600 | 1600 | 1600 | 1,600 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 1600 | 1600 | 1600 | 1600 | 1600 | 1,600 |
| 34. Snow & Ice | | | | | | |
| (Dept. Total) | 232602 | 200004 | 200005 | 200005 | 200005 | 200,005 |
| 35. Solid Waste | | | | | | |
| Salaries | 0 | 0 | 0 | 0 | 0 | 0 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 1688358 | 2324905 | 2345905 | 2345905 | 2345905 | 2,345,905 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 1688358 | 2324905 | 2345905 | 2345905 | 2345905 | 2,345,905 |
| 36. Foster School/Sewer Projects | | | | | | |
| Salaries | 0 | 0 | 0 | 0 | 0 | 0 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 0 | 0 | 0 | 0 | 0 | 0 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 0 | 0 | 0 | 0 | 0 | 0 |
| 37. Board of Health | | | | | | |
| Salaries | 148565 | 176327 | 189729 | 183683 | 183683 | 183,683 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 21049 | 28900 | 40900 | 32200 | 33700 | 33,700 |
| Out/State Travel | 0 | 0 | 800 | 0 | 0 | 0 |
| Line Items(MntlHlth/HazWst) | 0 | 0 | 0 | 0 | 0 | 0 |
| Hazd. Waste | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 963 | 0 | 1000 | 0 | 0 | 0 |
| (Dept. Total) | 170577 | 205227 | 232429 | 215883 | 217383 | 217,383 |
| 38. Council on Aging | | | | | | |
| Salaries | 109249 | 121051 | 127560 | 125879 | 126379 | 126,379 |
| New Employees | 0 | 0 | 23359 | 0 | 0 | 0 |
| Operating | 46600 | 53422 | 57793 | 54793 | 54793 | 54,793 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items(Jan. Serv.) | 0 | 0 | 0 | 0 | 0 | 0 |
| Merr. Val. Homecare | 0 | 0 | 0 | 0 | 0 | 0 |

| | <u>FY99 Actual 2/5/2000</u> | <u>FY2000 Town Adopted 36561</u> | <u>FY2001 Dept Requests 36561</u> | <u>FY2001 Town Mgr. Recom 08/17/2000</u> | <u>FY2001 FinCom Recom</u> | <u>Oct. 3, 2000 Voted</u> |
|---|-------------------------------------|--|---|--|------------------------------------|-------------------------------|
| Ann. Christ. Dinner | 0 | 0 | 0 | 0 | 0 | 0 |
| Retired Sr. Vol. Prog. | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 0 | 6744 | 751 | 751 | 751 | 751 |
| (Dept. Total) | 155849 | 181217 | 209463 | 181423 | 181923 | 181,923 |
| 39. Veterans | | | | | | |
| Salaries | 46513 | 51177 | 53852 | 53852 | 53852 | 53,852 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 0 | 0 | 0 | 0 | 0 | 0 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items(Vet. Aid) | 84116 | 66000 | 80000 | 80000 | 80000 | 80,000 |
| Outlay | 0 | 0 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 130629 | 117177 | 133852 | 133852 | 133852 | 133,852 |
| 40. Exceptional Children | | | | | | |
| Salaries | 16136 | 18195 | 19865 | 19865 | 21365 | 21,365 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 10798 | 10752 | 12900 | 11000 | 11000 | 11,000 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 26934 | 28947 | 32765 | 30865 | 32365 | 32,365 |
| 41. Patriotic Activities Committee | | | | | | |
| Salaries | 0 | 0 | 0 | 0 | 0 | 0 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 24969 | 36000 | 38000 | 36000 | 36000 | 36,000 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 24969 | 36000 | 38000 | 36000 | 36000 | 36,000 |
| 42. Homecoming Committee | | | | | | |
| Salaries | 0 | 0 | 0 | 0 | 0 | 0 |
| Operating | 12241 | 15300 | 15300 | 15300 | 15300 | 15,300 |
| Outlay | 0 | 0 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 12241 | 15300 | 15300 | 15300 | 15300 | 15,300 |
| 43. Library | | | | | | |
| Salaries | 426453 | 582672 | 640581 | 640581 | 617581 | 617,581 |
| New Employees | 0 | 0 | 101539 | 0 | 23000 | 23,000 |
| Operating | 170577 | 250250 | 303750 | 268250 | 268250 | 268,250 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items(Automation) | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 0 | 0 | 18000 | 0 | 0 | 0 |
| (Dept. Total) | 597030 | 832922 | 1063870 | 908831 | 908831 | 908,831 |
| 44. Library Building Committee | | | | | | |
| Salaries | 736 | 250 | 250 | 250 | 250 | 250 |
| Operating | 326 | 50 | 50 | 50 | 50 | 50 |
| Outlay | | | | | 0 | 0 |
| (Dept. Total) | 1062 | 300 | 300 | 300 | 300 | 300 |
| 45. Recreation Dept. | | | | | | |
| Salaries | 74041 | 97133 | 102072 | 102072 | 104072 | 104,072 |
| New Employees | 0 | 0 | 0 | 0 | 0 | 0 |

| | FY99 Actual 2/5/2000 | FY2000 Town Adopted 36561 | FY2001 Dept Requests 36561 | FY2001 Town Mgr. Recom 08/17/2000 | FY2001 FinCom Recom | Oct. 3, 2000 Voted |
|----------------------------|----------------------------|---------------------------------|----------------------------------|---|---------------------------|-----------------------|
| Operating | 44918 | 63900 | 68800 | 56400 | 56400 | 56,400 |
| Out/State Travel | 0 | 0 | 0 | 0 | 0 | 0 |
| Line Items(Programs) | 0 | 0 | 0 | 0 | 0 | 0 |
| Outlay | 12116 | 0 | 0 | 0 | 0 | 0 |
| (Dept. Total) | 131075 | 161033 | 170872 | 158472 | 160472 | 160,472 |
| DEPT. TOTALS | 38045487 | 43666793 | 48176867 | 45144957 | | |
| 46. Unclassified | | | | | | |
| Maturing Debt | 3248080 | 3245522 | 3359000 | 3359000 | 3359000 | 3,359,000 |
| Interest-Maturing Debt | 1712703 | 1753962 | 2120300 | 2120300 | 2120300 | 2,120,300 |
| Interest Temporary Loans | 131826 | 300000 | 178000 | 190000 | 190000 | 190,000 |
| Regional Vocational School | 3420465 | 3060435 | 2975544 | 2975544 | 2975544 | 2,975,544 |
| Occupational Injury Resv. | 93588 | 40000 | 40000 | 40000 | 40000 | 40,000 |
| Unemployment Compensation | 3833 | 16130 | 16130 | 16130 | 16130 | 16,130 |
| Group Insurance | 3040797 | 3440797 | 5118688 | 5118688 | 5118688 | 5,118,688 |
| Medicare Tax | 188554 | 207000 | 240000 | 275000 | 275000 | 275,000 |
| Fire/Liability Ins. | 244407 | 252458 | 260338 | 290338 | 290338 | 290,338 |
| County Retire. Asses | 1645309 | 1734741 | 1736322 | 1731643 | 1731643 | 1,731,643 |
| (Dept. Total) | 13729562 | 14051045 | 16044322 | 16116643 | 16116643 | 16,116,643 |
| ATM TOTAL BUDGET | 51775049 | 57717838 | 64221189 | 61261600 | 61494485 | 61,565,585 |

| | |
|--------------|-------------------|
| Salaries | 32,283,908 |
| Operating | 28,622,076 |
| Outlay | 659,601 |
| TOTAL | 61,565,585 |

Executive Summary: The purpose of this article is to rescind action taken at the 2000 Annual Town Meeting affecting the Town's budget for FY01 now that the Town revenues have become more definitive, and adopt a final budget for FY01.

Motion: The Finance Committee motioned to Rescind Article 5 of the May 1, 2000 Annual Town Meeting and this motion was Adopted.

7:35 PM (10/3/00)

The Finance Committee motioned to Raise & Appropriate and Adopt Article 2, as Amended and Recommended by the Finance Committee.

AMENDMENT: Adopt as Recommended by Finance Committee as Amended
Change School Salaries from \$19,200,742 to \$19,268,242.
School Total \$26,041,410
Budget Total \$61,561,985

Voted: The Finance Committee's Amendment was Adopted.

7:40 PM (10/3/00)

The Moderator informed the Assembly that he would read the Departments listed under Article 2 and if any voter wished to speak on any Department, to call out Debate.

Departments marked for Debate were (17) Planning & Conservation and (22) Police Department.

Voted: All Departments not called for Debate were Adopted , per the Finance Committee's Recommendations.

7:40 PM (10/3/00)

22. Planning & Conservation:

Motion & Votes:

The Finance Committee motioned to Raise & Appropriate the Total \$150,527.

This motion Failed.

7:46 PM (10/3/00)

Lucio Barinelli, Chairman Conservation Commission, motioned to add a line item of \$3600 for a car allowance for the Conservation Administrator and the total budget figure for the Planning & Conservation would be \$154,126**.

Town Auditor, Donna Walsh, recommended that the \$3600 be put in the Salary Account.

Mr. Barinelli's motion was Adopted, with Mrs. Walsh's recommendation.

7:47 PM (10/3/00)

Ray Shaw motioned to Amend by Transferring \$3600 from the Wetland Protection Fund to reduce the tax rate to balance the budget.

Mr. Shaw's motion Failed.

7:47 PM (10/3/00)

22. Police Department

Motion & Votes:

The Finance Committee motioned to Raise & Appropriate a Police Department Total \$4,842,732 and this motion was Adopted.

7:50 PM (10/3/00)

It was voted to Raise & Appropriate the complete FY2001 Finance Committee Budget Recommendation, as Amended.

7:50 PM (10/3/00)

Auditor, Assessors, Treasurer/Collector, Town Manager, Board of Selectmen and Finance Committee:

Pursuant to Section 15A, Chapter 41, Massachusetts General, I hereby certify to the funds appropriated at the Special Town Meeting, convened by proper Warrant on October 3, 2000

APPROPRIATION CERTIFICATE – SPECIAL TOWN MEETING – OCTOBER 3, 2000

| <u>ARTICLE</u> | <u>RAISE & APPROPRIATE</u> | <u>TRANSFER FROM</u> | <u>BORROW</u> |
|--|------------------------------------|----------------------|---------------------|
| 1. Reduce the Current Tax Levy | | 985,330 E&D Account | |
| 2. Budget (Includes Reserve Fund-\$100,000.00) (Note: The vote under Article 2 included Rescinding the budget amount voted under Article 5, May 1, 2000, Annual Town Meeting in the amount of \$57,717,838.00) | 61,565,585.00* | | |
| 4. Additional Funds to be Added to Art.8, 1999 ATM (South Fire Station) | | | 160,000.00 |
| 5. Pay Outstanding/Late Bills | 1,747.29 | | |
| 11. Salary Increases Personnel By-Law | 107,080.00 | | |
| 12. Future Labor Agreement Superior Officers Police Dept. Placed in an Escrow Account | 43,087.00 | | |
| 13. Future Labor Agreement Interna'l Assoc, Firefighters Fire Dept. Placed in an Escrow Account | 92,884.00 | | |
| 14. Future Labor Agreement AFSCME Placed in an Escrow Account | 121,772.00 | | |
| 15. Future Labor Agreement Interna'l Brotherhood Police Officers Placed in an Escrow Account | 62,291.00 | | |
| Internat'l Brotherhood Police Officers Salary Adjustment | 74,000.00 | | |
| <hr/> | | | |
| TOTAL RAISE & APPROPRIATE | \$ 62,068,446.29 | | |
| <hr/> | | | |
| TOTAL TRANSFERS FROM E&D | | \$985,330.00 | |
| <hr/> | | | |
| BORROW | | | \$160,000.00 |
| <hr/> | | | |

APPROPRIATION CERTIFICATE-FISCAL 2001

| | |
|---|-------------------|
| Tax Levy (Total Raise & Appropriate) | \$62,068,446.29 |
| Reduce Tax Levy (Article 1 Transfer From E&D) | <u>985,330.00</u> |
| Total Appropriation | \$63,053,776.29 |

ATTEST:
ELIZABETH A. CAREY, CMMC,
TOWN CLERK

ARTICLE 3

To see if the Town will authorize the appropriation of the \$416,000 from the sale of the Foster School to be utilized for the making of improvements to Tewksbury Memorial High School, the Center School, the Dewing School and any other municipal facilities for the purpose of providing alternative housing for the Tewksbury School Department during the renovation of the Wynn Middle School. Said funds may also be used for the replacement of the D corridor lockers at Tewksbury Memorial High School and the installation of local area networking (LAN) in the North Street, Trahan, Dewing, Ella Flemings and Heath Brook Schools.

Town Manager

Executive Summary: The intent of this article is to appropriate the proceeds from the sale of the Foster School to various capital projects of the School Department which is in keeping with the intent of the article adopted at the 1999 Annual Town Meeting authorizing the sale of the Foster School.

Motion: Town Manager, David Cressman, motioned to Withdraw Article 3 and this motion was Adopted.
7:51 PM (10/3/00)

ARTICLE 4

To see if the Town will vote to appropriate and raise by borrowing the sum of one hundred sixty thousand dollars(\$160,000) to be added to the sum of Article 8 of the 1999 Annual Town Meeting for the design, engineering, construction, supervision of construction, equipping and furnishing of a new fire station, including site development and costs incidental and related thereto; said facility to be built upon Town owned land located on South Street adjacent to the existing South Street Fire Station, that to raise and appropriate, the Treasurer, with approval of the Selectmen, be authorized to borrow one hundred sixty thousand dollars (\$160,000) under and pursuant to Chapter 44, Section 7(3) of the Massachusetts Laws as amended, or any other enabling authority, and to issue bonds or notes of the Town therefor. The Town Manager and the South Fire Station Building Committee shall have full power and authority to carry out the project described in this vote and to enter into contracts and expend the money appropriated or otherwise made available for such purposes; provided that this vote shall not be part of the Proposition 2 1/2 debt exclusion vote adopted in June, 1999 or take any other action thereto:

Town Manager

Executive Summary: The intent of this article is to cover the site improvements, furnishings and contingency account for the new South Fire Station. Due to the economy and the lack of competitive bids, the bid for this project exceeded the architect's estimate. The South Fire Station Building Committee has tried to reduce these costs by deleting certain work from the general contract to be performed by other

contractors and the Department of Public Works at a reduced cost. Furthermore, the Committee has incorporated the radio antenna for this facility into a new cellular "flagpole" tower saving this expense while creating a revenue source from cellular companies that will offset this additional cost in the next three years. Finally, this cost will not be excluded under Proposition 2 1/2.

Motion: The Finance Committee motioned to Adopt Article 4.

Voted: Article 4 was Adopted.
37 YES -0- NO Unanimous Vote.

7:52 PM (10/3/00)

ARTICLE 5

To see if the Town will vote to raise and appropriate the sum of \$1,747.29 to pay outstanding bills of previous years or take related action.

| | | |
|---------------------------------|------------------------------|----------|
| Public Works Gas/Diesel | A&B Automotive | 92.31 |
| Public Works Machinery | A&B Automotive | 160.00 |
| Council on Aging Utilities | Media One | 103.59 |
| Fire Dept. (clothing allowance) | Galls, Inc. | 100.97 |
| School Dept: | Bonnie Hyslip | 118.60 |
| | Costa Fruit & Produce Co. | 259.22 |
| | Transportation Reimbursement | 912.60 |
| | | 1,747.29 |

Town Manager

Executive Summary: According to law, bills that are late or lacked available funds from prior fiscal years must be submitted and approved by a Town Meeting.

Motion: The Finance Committee motioned to Adopt Article 5.

The Moderator informed the Assembly that the School Dept. item(s) required a 9/10's vote, and seeing that there is no controversy he would take the entire article as a 9/10's vote.

Voted: Article 5 was Adopted.
32 YES -0- NO Unanimous vote.

7:54 PM (10/3/00)

ARTICLE 6

To see if the Town will vote to amend the Zoning By Law Schedule Section 5.3, Lot Coverage and Dimensional Requirements, Paragraph 6 Maximum height a. Dwellings (stories), and c. other buildings (stories) from:

| | CDD |
|------------------------------|-----|
| a. Dwellings (stories) | 2.5 |
| c. Other buildings (stories) | (s) |
| To: | |
| a. Dwellings (stories) | 3 |
| c. Other buildings (stories) | 3 |

And further to amend the Zoning By Law Schedule 5.3, paragraph 6 from:

| | |
|---------------------------|--------------|
| | CDD |
| D. Other buildings (feet) | (s) |
| To: | |
| D. Other buildings (fcet) | 35' |
| | Town Manager |

Executive Summary: This amendment will allow for 3 story multi-family buildings and will correct the omission of footnote (s) in the by-law not addressing the number of stories allowed in a Community Development District. Traditionally, some buildings in a Community Development District require three stories to maintain continuity within the operation of the facility. This amendment allows for an adequate number of stories for the buildings without changing the 35' height limitation.

Motion: The Finance Committee deferred to the Planning Board and the Town Manager.
The Planning Board motioned to Adopt Article 6, and the Town Manager concurred.
Mr. Keith Rauseo motioned to Amend article 6.

The Moderator motioned to Move the Question and this motion was Adopted. 8:06 PM (10/3/00)

Voted: Mr. Rauseo's Amendment Failed.
8:07 PM (10/3/00)
The Planning Board's motion to Adopt Article 6 was Adopted.
50 YES 9 NO (2/3's vote required=40)
8:08 PM (10/3/00)

ARTICLE 7

To see if the Town will vote to amend the Zoning By Law Section 4.9 Community Development District, Section 4.9.4 Site Plan Special Permit Requirements, paragraph (a) From,

(a) Minimum Area of Development: The total area of each CDD development lot shall not be less than twelve acres of contiguous property.

To read as follows:

(a) Minimum Area of Development: The total area of each CDD development lot shall not be less than twelve acres of contiguous property. The Planning Board may waive the site access requirements of 150 feet of frontage on a public way to a minimum of 40 feet of frontage on a public way providing that a suitable private access road into the site area can be constructed with the reduced frontage.

Town Manager

Executive Summary: The additional language to section 4.9.4(a) of the Zoning By Law, will allow the Planning Board to waive site access requirements of 150' of frontage on a

public way, in the Community Development District, when it has been determined that the way in existence provides for sufficient width, suitable grades and adequate construction to provide for the needs of vehicular traffic in relation to the proposed use of the land; and that the waiver is in the public interest and not inconsistent with the intent and purpose of the Zoning By Law. This waiver is permitted in a Multi-family District which is a model for the Community Development District.

Motion: The Finance Committee deferred to the Planning Board.
The Planning Board motioned to Adopt Article 7.
Mr. Paul Fansel motioned to Indefinitely Postpone Article 7.

Voted: Mr. Fansel's motion for Indefinite Postponement Failed. 8:11 PM (10/3/00)
The Planning Board's motion to Adopt Article 7 was Adopted.
153 YES 29 NO (2/3's vote required=122)
8:14 PM (10/3/00)

ARTICLE 8

To see if the Town will vote to amend the Zoning By Law Section 4.9 Community Development District, Section 4.9.4(h) Site Plan Special Permit Requirements, paragraph (2) From,

(2) Acreage devoted to Adult Day Care and/or Independent Living Facilities shall not comprise more than sixty-five percent of the development's acreage devoted to such use. The remaining acreage must be reserved for Long-Term Care Facility and/or Assisted Living Facility use. If the Planning Board makes findings of fact it will benefit the residents or the Town that to increase the minimum requirements of open space and/or assist a greater proportion of elderly Tewksbury residents, the requirements of this paragraph may be modified.

To read as follows:

(2) Land devoted to Adult Day Care and/or Independent Living Facilities shall not comprise more than sixty-five percent of the development's units devoted to such use. The remaining land must be reserved for Long-Term Care Facility and/or Assisted Living Facility use. If the Planning Board makes findings of fact it will benefit the residents or the Town that to increase the minimum requirements of open space and/or assist a greater proportion of elderly Tewksbury residents, the requirements of this paragraph may be modified.

Town Manager

Executive Summary: This article clears up any ambiguities in this section and has no effect on the original intent of the article.

Motion: The Planning Board referred to the Town Manager for a correction of a typo in Article 8.

Correction: After the words, To read as follows: (2) Land devoted..... in line 3,
change the word units to land.
The Moderator accepted this correction.

Motion: The Planning Board motioned to Adopt Article 8, as corrected.
Mr. Keith Rauseo motioned to Amend Article 8.

The Moderator Recessed the Special Town Meeting at 8:17 PM, to allow the Planning Board, the Town Manager and Mr. Rauseo to review Mr. Rauseo's Amendment. The Moderator Reconvened the Special Town Meeting at 8:20 PM.

Voted: Mr. Rauseo's Amendment was Adopted.
8:25 PM (10/3/00)
Article 8 was Adopted, as Amended.
8:26 PM (10/3/00)
YES -0- NO Unanimous Count

AMENDMENT:

After the phrase, "To read as follows:" delete the next sentence, (2) Land devoted to Adult Day Care and/or Independent Living Facilities shall not comprise more than sixty-five percent of the development's units devoted for such use.

And replace it with the following:

(2) Of the total land devoted to Adult Day Care, Independent Living Facilities, Long-Term Care Facility, and/or Assisted Living Facility use, no more than sixty-five percent shall be devoted to Adult Day Care and/or Independent Living Facilities.

ARTICLE 8 WITH THE AMENDMENT INCORPORATED WITHIN:

(2) Of the total land devoted to Adult Day Care, Independent Living Facilities, Long-Term Care Facility, and/or Assisted Living Facility use, no more than sixty-five percent shall be devoted to Adult Day Care and/or Independent Living Facilities. The remaining land must be reserved for Long-Term Care Facility and/or Assisted Living Facility use. If the Planning Board makes findings of fact it will benefit the residents or the Town that to increase the minimum requirements of open space and/or assist a greater portion of elderly Tewksbury residents, the requirements of this paragraph may be modified.

ARTICLE 9

To see if the Town will vote to amend the Personnel By-Laws, Section III(e) Salaries and Wages as follows:

Delete: (FY00)

| | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> |
|---------------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Computer Services Manager | 49,261 | 51,724 | 54,311 | 57,026 | 59,876 | |
| Recreation Director | 31,280 | 32,847 | 34,503 | 36,217 | 38,038 | 39,918 |
| Building Commissioner | 46,088 | 48,391 | 50,812 | 53,352 | 56,020 | |

Add: (FY01)

| | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> |
|-----------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| MIS Director | | | | 67,450 | 70,824 | 74,365 |
| Recreation Director | 41,200 | 44,290 | 47,380 | 50,470 | 53,560 | |
| Building Commissioner | 50,739 | 53,276 | 55,940 | 58,737 | 61,672 | |

and to delete the Treasurer-Collector salary range as follows on 12/31/00:

55,012 57,761 60,651 63,683 66,869

and add the following range effective 01/01/01:

57,763 60,649 63,684 66,867 70,212

or take any other action relative thereto.

Town Manager

Executive Summary: Based on the recent independent consultant study, these positions were recommended for reclassification due to comparative analysis of similar positions in other organizations and increased job responsibilities.

Motion: The Finance Committee motioned to Adopt Article 9.

Voted: Article 9 was Adopted by the required Secret Ballot.
8:39 PM (10/3/00)
108 YES 89 NO

ARTICLE 10

To see if the Town will vote to amend the Personnel By-Laws, Section III(e) Salaries and Wages as follows:

Delete: (FY00)

| | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> |
|----------------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Sr. Confidential Secretary | 32,936 | 34,583 | 36,312 | 38,128 | 40,034 | 42,035 |
| Confidential Secretary | 26,086 | 27,391 | 28,760 | 30,198 | 31,708 | 33,294 |
| Human Resource Asst. | 29,392 | 30,861 | 32,405 | 34,025 | 35,727 | 37,513 |
| Administrative Assistant | 29,392 | 30,861 | 32,408 | 34,025 | 35,727 | 37,513 |

Add: (FY01)

| | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> |
|-----------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Grade 2 | | | | | | |
| Administrative Assistant | 28,046 | 29,659 | 31,393 | 33,207 | 35,143 | 37,179 |
| Grade 3 | | | | | | |
| Administrative Secretary | 30,284 | 32,038 | 33,893 | 35,869 | 37,945 | 40,143 |
| Administrative Services Assistant | 30,284 | 32,038 | 33,893 | 35,869 | 37,945 | 40,143 |
| Grade 5 | | | | | | |
| Executive Secretary | 33,066 | 34,982 | 37,018 | 39,175 | 41,433 | 43,833 |
| Grade 6 | | | | | | |
| Executive Assistant | 34,236 | 36,211 | 38,308 | 40,546 | 42,885 | 45,385 |

or take any other action relative thereto.

Town Manager

Executive Summary: The intent of this article is to delete several positions in the Personnel By-law and add replacement positions with FY01 wages in the Personnel By-law in accordance with a study performed by an independent consultant.

Motion: The Finance Committee motioned to Adopt Article 10.
Mr. Norman Boudreau, Chairman of the Personnel Relations Review Board, motioned to Amend Article 10.

Voted: Mr. Boudreau's Amendment was Adopted.
8:44 PM (10/3/00)
Article 10 was Adopted, as Amended by the required Secret Ballot.
104 YES 47 NO 8:52 PM (10/3/00)

AMENDMENT:

UNDER SECTION: DELETE FY 00:
DELETE ADMINISTRATIVE ASSISTANT

UNDER SECTION: ADD FY 01:
DELETE ADMINISTRATIVE ASSISTANT

EXECUTIVE SUMMARY:
THE INTENT OF THIS AMENDMENT IS TO LEAVE THE POSITION OF ADMINISTRATIVE ASSISTANT, CREATED LAST YEAR, AT ITS EXISTING PAY LEVEL, BUT TO INCLUDE A 3% PAY INCREASE CONSISTENT WITH ALL OTHER POSITIONS OF THE PERSONNEL WAGE SCHEDULE.

ARTICLE 11

To see if the Town will vote to raise and appropriate the sum of \$106,355 to provide for a three percent (3%) salary increase effective July 1, 2000 under the Personnel By-law, Section III, paragraph (c-2) or provided by pay ranges in articles acted on at this Special Town Meeting to be distributed among the following salary accounts:

| | |
|--------|-------------------------|
| 120 | Selectmen |
| 11,834 | Town Manager |
| 4,908 | Administrative Services |
| 93 | Finance Committee |
| 1,948 | Accounting Department |
| 9,387 | Computer Services |
| 3,027 | Assessors |
| 2,095 | Treasurer/Collector |
| 737 | Town Clerk |

| | |
|---------|-------------------------|
| 1,197 | Conservation Commission |
| 2,054 | Planning & Conservation |
| 120 | Board of Appeals |
| 16,898 | Police Department |
| 2,864 | Fire Department |
| 11,127 | Building Department |
| 115 | Emergency Management |
| 129 | Dog Officer |
| 6,568 | Public Works Department |
| 4,171 | Board of Health |
| 3,089 | Council on Aging |
| 1,616 | Veterans Services |
| 596 | Exceptional Children |
| 10,247 | Library |
| 11,415 | Recreation Department |
| 106,355 | Total |

and to further increase the Department Heads salaries by two percent (2%) and a merit raise of up to two percent (2%) effective July 1, 2001 and to increase the Department Heads salaries by a merit raise of up to four percent (4%) effective July 1, 2002

and to increase the non-Department Heads salaries by three percent (3%) effective July 2, 2001 and further increasing the salaries by three percent (3%) effective July 1, 2002 or take any other action related thereto.

Town Manager

Executive Summary: The intent of this article is to provide the non-union employees with a cost of living raise effective July 1, 2000 and additional salary increases in FY02 and FY03.

Motion: The Finance Committee motioned to Amend Article 11 and Adopt Article 11, as Amended.

Voted: The Finance Committee's Amendment was Adopted. 8:52 PM (10/3/00)
Article 11 was Adopted, as Amended. 8:52 PM (10/3/00)

AMENDMENT:

Change: \$737 Town Clerk, to: \$1,462 Town Clerk;
Change: \$106,355 Total, to: \$ 107,080 Total.

ARTICLE 12

To see if the Town will vote to raise and appropriate the sum of \$43,087 to implement the labor agreement recently signed with the Superior Officers Association to be distributed during FY01 to the following salary account:

\$43,087 – Police Department

or take any other action relative thereto.

Town Manager

Executive Summary: The intent of this article is to appropriate funds for a new labor agreement with the Superior Officer Association and implement the labor agreement.

Motion: The Finance Committee motioned to Amend Article 12 and Adopt Article 12, as Amended.

Voted: The Finance Committee's Amendment was Adopted. 8:53 PM (10/3/00)
Article 12 was Adopted, as Amended. 8:53 PM (10/3/00)

AMENDMENT: Move to delete Article 12 as proposed and replace it with the following: To see if the Town will vote to raise and appropriate the sum of \$43,087 to be placed in an escrow account to implement any future labor agreement to be signed with the Superior Officers Association.

ARTICLE 13

To see if the Town will vote to raise and appropriate the sum of \$92,884 to implement the labor agreement recently signed with the International Association of Fire Fighters, Local 1647, to be distributed during FY01 to the following salary account:

\$92,884 – Fire Department

or take any other action relative thereto.

Town Manager

Executive Summary: The intent of this article is to appropriate funds for a new labor agreement with the International Association of Fire Fighters, Local 1647 and implement the labor agreement.

Motion: The Finance Committee motioned to Amend Article 13 and Adopt Article 13, as Amended.

Voted: The Finance Committee's Amendment was Adopted.
Article 13 was Adopted, as Amended.

AMENDMENT: Delete the proposed article and replace with: "To see if the Town will vote to raise and appropriate the sum of \$92,884 to be placed in an escrow account to implement any future labor agreement to be signed with the International Association of Fire Fighters, Local 1647."

ARTICLE 14

To see if the Town will vote to raise and appropriate the sum of \$120,614 to implement the labor agreement recently signed with Local 833 of AFSCME to be distributed during FY01 among the following salary accounts:

2,830 Accounting Department
2,513 Computer Services

4,957 Assessor
11,742 Treasurer/Collector
4,675 Town Clerk
3,887 Planning & Conservation
629 Town Hall
12,687 Police Department
3,026 Fire Department
3,983 Building Department
1,258 Dog Officer
55,936 Public Works Department
1,162 Board of Health
999 Council on Aging
10,330 Library
120,614 Total

or take any action relative thereto.

Town Manager

Executive Summary: The intent of this article is to appropriate funds for a new labor agreement with Local 833, AFSCME and implement the labor agreement.

Motion: The Finance Committee motioned to Amend Article 14 and Adopt Article 14, as Amended.

Voted: The Finance Committee's Amendment was Adopted. 8:55 PM (10/3/00)
Article 14 was Adopted, as Amended. 8:55 PM (10/3/00)

AMENDMENT: Delete the proposed article and replace with: "To see if the Town will vote to raise and appropriate the sum of \$121,772 to be placed in an escrow account to implement any future labor agreement signed with AFSCME Local 1647."

(Note: The amount changed from \$120,614 to \$121,772 to make minor revisions to four department accounts.)

ARTICLE 15

To see if the Town will vote to raise and appropriate the sum of \$62,291 to implement the labor agreement recently signed with the International Brotherhood of Police Officers to be distributed during FY01 to the following salary account:

\$62,291 – Police Department

or take any other action relative thereto.

Town Manager

Executive Summary: The intent of this article is to appropriate funds for a new labor agreement with the International Brotherhood of Police Officers and implement the labor agreement.

Motion: The Finance Committee motioned to Amend Article 15 and Adopt Article 15, as Amended.
Mr. Ray Lafortune motioned to Amend Article 15.

Voted: The Finance Committee's Amendment Failed.
9:11 PM (10/3/00)
36 YES 103 NO
Mr. Lafortune's Amendment was Adopted.
9:20 PM (10/3/00)
96 YES 62 NO

AMENDMENT: To see if the Town will vote to raise and appropriate the sum of \$62,291.00 to be placed in an escrow account to implement any future labor agreement to be signed with the International Brotherhood of Police Officers and to raise and appropriate an additional **\$74,000.00 for a salary adjustment** of \$2,000.00 per member covered under this article for a total appropriation of **\$136,291.00**

ARTICLE 16

To see if the Town will vote, pursuant to Massachusetts General Laws Chapter 82, Section 23, as amended, and other applicable statutes, to accept the laying out of a particular town way by order of the Board of Selectmen as follows:

TOWN OF TEWKSBURY BY ORDER OF THE BOARD OF SELECTMEN ROADWAY LAYOUT

A certain parcel of land situated in Tewksbury, Middlesex County, Massachusetts and shown as "Mathews Way" on a plan entitled "Proposed Roadway Layout Plan - 11 Main Street, Tewksbury, Massachusetts" and being more particularly bounded and described as follows:

Beginning at a point on the westerly side line of Main Street, also known as Route 38, said point being the southeast corner of land of now or formerly Star Enterprises, thence; S 60° 14' 09" E a distance of 27.00 feet, more or less, along said Main Street to a point, thence; S 30° 24' 50" W a distance of 150.00 feet, more or less, to a point, thence; N 60° 14' 09" W a distance of 27.00 feet, more or less, to a point at land of said Star Enterprises, thence; N 30° 24' 50" E a distance of 150.00 feet, more or less, to the point of beginning. Said parcel is shown on a plan entitled "Proposed Roadway Layout Plan - 11 Main Street, Tewksbury, Massachusetts" dated December 1, 1999, prepared by Cuoco & Cormier Engineering Associates, Inc. and is on file in the Office of the Town Clerk.

Board of Selectmen
Town Manager

Executive Summary: The purpose of this article is to create a public way to allow access to a property along Main Street abutting Interstate 495 and create an opportunity for economic development.

Motion: The Finance Committee motioned to Indefinitely Postpone Article 16.
The Town Manager motioned to Adopt Article 16.

Voted: The Finance Committee's motion for Indefinite Postponement Failed.
9:26 PM (10/3/00)

Article 16 was Adopted. 70 YES 45 NO
9:28 PM (10/3/00)

ARTICLE 17

To see if the Town will vote, pursuant to Massachusetts General Laws Chapter 82, Section 23, as amended, and other applicable statutes, to accept the laying out of a particular town way by order of the Board of Selectmen as follows:

TOWN OF TEWKSBURY BY ORDER OF THE BOARD OF SELECTMEN ROADWAY LAYOUT

A certain parcel of land situated in Tewksbury, Middlesex County, Massachusetts and shown as "Donovan Way" on a plan entitled "Street Acceptance Plan, Donovan Woods Subdivision, Tewksbury, Massachusetts and being more particularly bounded and described as follows:

Beginning at a point on the northerly sideline of Chandler Street, said point being at the end of the rounding on the northerly sideline of Pine Street at the intersection of Pine Street and Chandler Street, thence Northeasterly by the northerly sideline of Chandler Street a distance of 176.59 feet, more or less, to the TRUE POINT OF BEGINNING, THENCE; Northeasterly by a curve to the left having a radius of 20.00 feet, a length of 26.26 feet, more or less, to a point, THENCE; N 23° 11' 01" W, a distance of 84.34 feet, more or less, to a point, THENCE; S 66° 48' 59" W, a distance of 7.92 feet, more or less, to a point, THENCE; N 23° 44' 51" W, a distance of 75.97 feet, more or less, to a point, THENCE; Northwesterly by a curve to the left having a radius of 200.00 feet a length of 195.57 feet, more or less, to a point, THENCE; N 79° 46' 12" W, a distance of 106.98 feet, more or less, to a point, THENCE; Northwesterly by a curve to the left having a radius of 30.00 feet, a length of 108.13 feet, more or less, to a point, THENCE; N 79° 46' 12" W, a distance of 23.84 feet, more or less, to a point, THENCE; N 35° 43' 54" E, a distance of 55.38 feet, more or less, to a point, THENCE; Southeasterly by a curve to the right having a radius of 55.00 feet, a length of 108.13 feet, more or less, to a point of reverse curve, THENCE; Southeasterly by a curve to the left having a radius of 30.00 feet, a length of 26.01 feet, more or less, to a point, THENCE; S 79° 46' 12" E, a distance of 106.99 feet, more or less, to a point, THENCE; Southeasterly by a curve to the right having a radius of 250.00 feet, a length of 244.45 feet, more or less, to a point, THENCE; S 23° 44' 51" E, a distance of 140.90 feet, more or less, to a point, THENCE; Southeasterly by a curve to the left having a radius of 20.00 feet, a length of 33.81 feet, more or less, to a Non-Tangent point on the northerly sideline of Chandler Street,

THENCE; S 52° 02' 45" W, a distance of 85.36 feet, more or less, to the TRUE POINT OF BEGINNING.

Said Right of Way is shown on a plan entitled "Street Acceptance Plan - Donovan Woods Subdivision - Tewksbury, Massachusetts - prepared for: David Donovan" dated September 14, 1999 and prepared by Cuoco & Cormier Engineering Associated, Inc.

Said Right of Way is also shown on a plan entitled "Corrective Plan of Land - Donovan Woods - Chandler Street - Tewksbury, Massachusetts," dated May 11, 1999, recorded in M.N.D.R.D. Plan Book: 200/Plan 51 and is on file in the Office of the Town Clerk.

Board of Selectmen and Town Manager

Executive Summary: The purpose of this article is to accept Donovan Way as a town street.

Motion: The Finance Committee motioned to Adopt Article 17.

Voted: Article 17 was Adopted. 9:28 PM (10/3/00)

ARTICLE 18

To see if the Town will vote to name the South Fire Station in memory of Fire Captain Frederick Millett and call firefighter William J. McAllister, Jr.

Or take any other action relative thereto.

Board of Selectmen

Executive Summary: The purpose of the article is to honor the memory of Fire Captain Frederick Millett who served as call firefighter 1946-1949, call captain 1949-1951, permanent captain 1951-1973 and William J. McAllister, Jr. who served as call firefighter 1960-1972. Both died in the line of duty.

Motion: The Finance Committee deferred to Selectman John Ryan.

Selectman Ryan motioned to Adopt Article 18.
The Board of Selectmen concurred.

Voted: Article 18 was Adopted. 9:30 PM (10/3/00)

ARTICLE 19

To see if the Town will vote to accept a card access system as a gift from Barry Security to be utilized in the new South Fire Station or take any other action relative thereto.

Town Manager

Executive Summary: This article allows the Town to accept and use the gift of a card access system from Barry Security at the new South Fire Station.

Motion: The Finance Committee motioned to Adopt Article 19.

Voted: Article 19 was Adopted. 9:30 PM (10/3/00)

ARTICLE 20

To see if the Town will vote to amend the Personnel By Law, Section III Classification and Wage Schedule by creating a full time position entitled Circulation and Inter-Library Loan Librarian at the following rate range which appears in the Personnel Relations Review Board By Law or take any other action relative thereto.

| <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> |
|---------------|---------------|---------------|---------------|---------------|---------------|
| \$29,392 | \$30,861 | \$32,405 | \$34,025 | \$35,727 | \$37,513 |

Board of Library Trustees

Executive Summary: The purpose of this article is to create a new full-time professional librarian's position under the Personnel By Law entitled Circulation and Inter-Library Loan Librarian. This management-level librarian will supervise the day-to-day operation of the Circulation Department and the Inter-Library Loan Service, through which materials are exchanged among libraries. The wage scale is identical to that of the other professional librarians' positions under the by law.

Motion: The Finance Committee deferred to Library Trustee, Mrs. Maureen Kelley.

Mrs. Kelley and the Board of Library Trustees motioned to Withdraw Article 20.

Voted: Article 20 was Withdrawn. 9:31 PM (10/3/00)

ARTICLE 21

To see if the Town will vote to amend the Personnel By Law, Section III Classification and Wage Schedule by creating a full time position entitled Young Adults and Reference Librarian at the following rate range which appears in the Personnel Relations Review Board By Law or take any other action thereto.

| <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> |
|---------------|---------------|---------------|---------------|---------------|---------------|
| \$29,392 | \$30,861 | \$32,405 | \$34,025 | \$35,727 | \$37,513 |

Board of Library Trustees

Executive Summary: The purpose of this article is to create a new full-time professional librarian's position under the Personnel By Law entitled Young Adults and Reference Librarian. This management-level librarian will provide services to students in grades seven through twelve, will provide collection management services for this age group, and will provide professional reference services. The wage scale is identical to that of the other professional librarians' positions under the by law. This position was originally funded within the public library's approved FY 2000 budget appropriation, but the inclusion of the title in the by law was inadvertently omitted.

Motion: The Finance Committee motioned to Adopt Article 21.

Voted: Article 21 was Adopted. 9:31 PM (10/3/00)

ARTICLE 22

To see if the Town will vote to rezone from IH to R40 that parcel of land known as a portion of Assessor's Map 12, Lot 4, further described as a parcel of land located in the Town of Tewksbury, County of Middlesex, Commonwealth of Massachusetts and bounded and described as follows:

LOT F-1

LEGAL DESCRIPTION (Portion of Map 12, Parcel 4)

Beginning at a point on a curve on the easterly sideline of Clark Road, said point being 835.57 feet, more or less, north of the northerly sideline of Eastern Avenue;

THENCE; northeasterly by a curve to the right having a radius of 467.13 feet a length of 76.94 feet more or less;

THENCE; northwesterly by a curve to the left having a radius of 473.39 feet a length of 125.2 feet, more or less;

THENCE; northeasterly by the thread of Dugway Brook, a distance of 2,025 feet, more or less;

THENCE; southeasterly by the thread of Trull Brook, a distance of 1,510 feet, more or less;

THENCE; S 88° 47' 27" W, by land of Ginieres, a distance of 272 feet, more or less;

THENCE; N 87° 37' 23" W, continuing along land of Ginieres, a distance of 178.78 feet, more or less;

THENCE; N 70° 53' 14" W, continuing along land of Ginieres, a distance of 177.15 feet, more or less;

THENCE; N 27° 00' 28" W, along other land of Trull Brook Realty, LLC, a distance of 77.36 feet, more or less;

THENCE; Westerly by a curve to the right, having a radius of 150.00 feet, a distance of 76.46 feet, more or less; said curve being along a chord that is S 80° 27' 58" W, a distance of 75.64 feet, more or less;

THENCE; N 84° 55' 50" W, a distance of 491.67 feet, more or less;

THENCE; northwesterly by a curve to the right having a radius of 150.00 feet a length of 32.65 feet, more or less;

THENCE; N 72° 27' 38" W, a distance of 741.41 feet, more or less;

THENCE; Southwesterly by a curve to the left, having a radius of 30.00 feet, a distance of 37.35 feet, more or less, to the point of beginning.

The above described parcel is shown on a plan entitled "Proposed Re-Zoning Plan – Clark Road – Tewksbury, Massachusetts – prepared for: Trull Brook Realty, LLC," dated July 12, 2000 and prepared by Cuoco & Cormier Engineering Associates, Inc.; or take any other action relative thereto.

Richard E. Cuoco and Others

Executive Summary: This article seeks to rezone from Heavy Industrial (IH) to Residential (R40) that parcel of land known as a portion of Assessor's Map 12, Lot 4, further described as a parcel of land shown as Lot "F-1" on a plan entitled "Proposed Re-Zoning Plan – Clark Road – Tewksbury, Massachusetts – prepared for: Trull Brook Realty, LLC," dated July 12, 2000 and prepared by Cuoco & Cormier Engineering Associates, Inc. The parcel contains approximately 36 acres of land and is located off of Clark Road.

Motion: Mr. Richard Cuoco motioned to Withdraw Article 22.

Voted: Article 22 was Withdrawn. 9:31 PM (10/3/00)

Finance Committee Chairman, Ray Shaw, motioned to Adjourn the October 3, 2000, Special Town Meeting, Sine Die, and this motion was Adopted. 9:32 PM (10/3/00)

ATTEST:

ELIZABETH A. CAREY, CMMC

TOWN CLERK

State Election

November 7, 2000

At a meeting of the Inhabitants of the Town of Tewksbury, called by proper warrant and qualified to vote in Town affairs, held this day at the DPW for Precinct 1 and 1A; at the Teen Center for Precinct 2; at the Trahan School for Precinct 2A; at the Town Hall for Precinct 3; at the Senior Center for Precinct 3A; and at the Library for Precinct 4, the following business was transacted. Registered on the ballot boxes in the seven Precincts showed 0000, and check lists were in order. Polls opened at 7:00 AM and closed at 8:00 PM. There were 13,795 votes cast. Precinct 1 – 1,908, Precinct 1A – 1,824, Precinct 2 – 1,802, Precinct 2A – 1,790, Precinct 3 – 2,414, Precinct 3A – 1,900, and Precinct 4 – 2,157.

- Precinct 1 - Ellen M. Keefe, Warden
Alice A. Golen, Clerk
- Precinct 1A - Mary A. Casazza, Warden
Priscilla Marsh, Clerk
- Precinct 2 - Bernice Sprague, Warden
Cecilia Wolff, Clerk
- Precinct 2A - Rosemarie Krugh, Warden
Bertha D'Amico, Clerk
- Precinct 3 - Jean Ray, Warden
Warren Ray, Clerk
- Precinct 3A - Rita Coyle, Warden
Mary Pilcher, Clerk
- Precinct 4 - Mary Ann Nichols, Warden
Rita O'Brien Dee, Clerk

PRECINCT TOTALS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|------|------|------|------|------|------|------|-------|
| | 1908 | 1824 | 1802 | 1790 | 2414 | 1900 | 2157 | 13795 |

PRESIDENT/VICE PRESIDENT

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|---------------------------|------|------|------|------|------|------|------|-------|
| Blanks | 7 | 10 | 9 | 7 | 7 | 8 | 7 | 55 |
| Brown and Olivier | 11 | 8 | 6 | 11 | 14 | 11 | 13 | 74 |
| Buchanan and Higgins, Sr. | 15 | 14 | 13 | 6 | 3 | 8 | 11 | 70 |
| Bush and Cheney | 806 | 594 | 632 | 653 | 992 | 782 | 793 | 5252 |
| Gore and Lieberman | 975 | 1112 | 1060 | 1039 | 1266 | 1002 | 1231 | 7685 |
| Hagelin and Tompkins | 1 | 2 | 1 | 1 | 2 | 1 | 3 | 11 |
| Nader and LaDuke | 87 | 81 | 78 | 73 | 126 | 87 | 96 | 628 |
| Write-In: | | | | | | | | |
| McReynolds and Hollis | | | | | | | | 0 |
| Write Ins | 6 | 3 | 3 | 0 | 4 | 1 | 3 | 20 |
| Total | 1908 | 1824 | 1802 | 1790 | 2414 | 1900 | 2157 | 13795 |

SENATOR IN CONGRESS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|-----------------------|------|------|------|------|------|------|------|-------|
| Blanks | 83 | 69 | 54 | 65 | 103 | 63 | 85 | 522 |
| Edward M. Kennedy | 1226 | 1327 | 1267 | 1255 | 1594 | 1254 | 1475 | 9398 |
| Carla A. Howell | 275 | 201 | 235 | 255 | 339 | 296 | 310 | 1911 |
| Jack E. Robinson, III | 279 | 203 | 214 | 187 | 331 | 237 | 233 | 1684 |
| Dale E. Friedgen | 12 | 5 | 8 | 7 | 15 | 10 | 12 | 69 |
| Philip Hyde, III | 7 | 4 | 6 | 5 | 6 | 6 | 10 | 44 |
| Philip F. Lawler | 25 | 14 | 14 | 16 | 22 | 30 | 31 | 152 |
| Write-Ins | 1 | 1 | 4 | 0 | 4 | 4 | 1 | 15 |
| Total | 1908 | 1824 | 1802 | 1790 | 2414 | 1900 | 2157 | 13795 |

REPRESENTATIVE IN CONGRESS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|------------------|------|------|------|------|------|------|------|-------|
| Blanks | 425 | 355 | 371 | 350 | 557 | 469 | 505 | 3032 |
| Martin T. Meehan | 1433 | 1426 | 1397 | 1412 | 1801 | 1390 | 1622 | 10481 |
| Write-Ins | 50 | 43 | 34 | 28 | 56 | 41 | 30 | 282 |
| Total | 1908 | 1824 | 1802 | 1790 | 2414 | 1900 | 2157 | 13795 |

COUNCILLOR

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|--------------------|------|------|------|------|------|------|------|-------|
| Blanks | 537 | 478 | 472 | 451 | 702 | 601 | 612 | 3853 |
| Mary-Ellen Manning | 1348 | 1328 | 1321 | 1328 | 1693 | 1286 | 1535 | 9839 |
| Write-Ins | 23 | 18 | 9 | 11 | 19 | 13 | 10 | 103 |
| Total | 1908 | 1824 | 1802 | 1790 | 2414 | 1900 | 2157 | 13795 |

SENATOR IN GENERAL COURT

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|-----------------|------|------|------|------|------|------|------|-------|
| Blanks | 500 | 427 | 427 | 409 | 616 | 537 | 569 | 3485 |
| Susan C. Tucker | 1383 | 1379 | 1364 | 1371 | 1782 | 1350 | 1578 | 10207 |
| Write-Ins | 25 | 18 | 11 | 10 | 16 | 13 | 10 | 103 |
| Total | 1908 | 1824 | 1802 | 1790 | 2414 | 1900 | 2157 | 13795 |

REPRESENTATIVE IN GENERAL COURT

| Precinct | 1 | 1A | 2 | 2A | 3A | 4 | Total |
|-----------------|------|------|------|------|------|------|-------|
| Blanks | 350 | 260 | 276 | 272 | 359 | 411 | 1928 |
| James R. Miceli | 1527 | 1544 | 1519 | 1502 | 1526 | 1736 | 9354 |
| Write-Ins | 31 | 20 | 7 | 16 | 15 | 10 | 99 |
| Total | 1908 | 1824 | 1802 | 1790 | 1900 | 2157 | 11381 |

| Precinct | 3 |
|-----------------|------|
| Blanks | 629 |
| David M. Nangle | 1771 |
| Write-Ins | 14 |
| Total | 2414 |

CLERK OF COURTS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|--------------------|------|------|------|------|------|------|------|-------|
| Blanks | 547 | 465 | 479 | 474 | 714 | 616 | 617 | 3912 |
| Edward J. Sullivan | 1337 | 1337 | 1312 | 1310 | 1689 | 1272 | 1532 | 9789 |
| Write-Ins | 24 | 22 | 11 | 6 | 11 | 12 | 8 | 94 |
| Total | 1908 | 1824 | 1802 | 1790 | 2414 | 1900 | 2157 | 13795 |

REGISTER OF DEEDS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------------------|------|------|------|------|------|------|------|-------|
| Blanks | 571 | 486 | 511 | 485 | 704 | 625 | 644 | 4026 |
| Richard P. Howe, Jr. | 1318 | 1321 | 1284 | 1298 | 1696 | 1262 | 1506 | 9685 |
| Write-Ins | 19 | 17 | 7 | 7 | 14 | 13 | 7 | 84 |
| Total | 1908 | 1824 | 1802 | 1790 | 2414 | 1900 | 2157 | 13795 |

REGISTER OF PROBATE

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------------------|------|------|------|------|------|------|------|-------|
| Blanks | 312 | 281 | 283 | 285 | 400 | 369 | 362 | 2292 |
| John R. Buonomo | 789 | 854 | 822 | 768 | 912 | 716 | 971 | 5832 |
| Lee Johnson | 464 | 355 | 405 | 378 | 615 | 427 | 429 | 3073 |
| Diane Poulos Harpell | 339 | 331 | 288 | 356 | 482 | 384 | 392 | 2572 |
| Write-Ins | 4 | 3 | 4 | 3 | 5 | 4 | 3 | 26 |
| Total | 1908 | 1824 | 1802 | 1790 | 2414 | 1900 | 2157 | 13795 |

QUESTION 1

Redistricting take effect 2002

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|------|------|------|------|------|------|------|-------|
| Blanks | 71 | 70 | 92 | 63 | 107 | 103 | 106 | 612 |
| Yes | 1291 | 1212 | 1164 | 1172 | 1631 | 1247 | 1416 | 9133 |
| No | 546 | 542 | 546 | 555 | 676 | 550 | 635 | 4050 |
| Total | 1908 | 1824 | 1802 | 1790 | 2414 | 1900 | 2157 | 13795 |

QUESTION 2

Voting rights of incarcerated felons

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|------|------|------|------|------|------|------|-------|
| Blanks | 50 | 36 | 45 | 32 | 58 | 46 | 63 | 330 |
| Yes | 1409 | 1304 | 1319 | 1278 | 1751 | 1398 | 1537 | 9996 |
| No | 449 | 484 | 438 | 480 | 605 | 456 | 557 | 3469 |
| Total | 1908 | 1824 | 1802 | 1790 | 2414 | 1900 | 2157 | 13795 |

QUESTION 3

Prohibit dog races where betting or wagering occurs

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|------|------|------|------|------|------|------|-------|
| Blanks | 45 | 29 | 36 | 25 | 64 | 31 | 47 | 277 |
| Yes | 809 | 731 | 686 | 738 | 999 | 852 | 893 | 5708 |
| No | 1054 | 1064 | 1080 | 1027 | 1351 | 1017 | 1217 | 7810 |
| Total | 1908 | 1824 | 1802 | 1790 | 2414 | 1900 | 2157 | 13795 |

QUESTION 4

The state personal income tax rate over three years to 5%

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|------|------|------|------|------|------|------|-------|
| Blanks | 41 | 39 | 42 | 37 | 61 | 36 | 56 | 312 |
| Yes | 1329 | 1171 | 1187 | 1214 | 1635 | 1337 | 1414 | 9287 |
| No | 538 | 614 | 573 | 539 | 718 | 527 | 687 | 4196 |
| Total | 1908 | 1824 | 1802 | 1790 | 2414 | 1900 | 2157 | 13795 |

QUESTION 5

This proposed law would set up a state Health Care Council

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|------|------|------|------|------|------|------|-------|
| Blanks | 68 | 63 | 60 | 50 | 80 | 66 | 87 | 474 |
| Yes | 764 | 768 | 754 | 774 | 925 | 778 | 877 | 5640 |
| No | 1076 | 993 | 988 | 966 | 1409 | 1056 | 1193 | 7681 |
| Total | 1908 | 1824 | 1802 | 1790 | 2414 | 1900 | 2157 | 13795 |

QUESTION 6

State personal income tax or corporate excise tax credit for Massachusetts tolls and motor vehicle excise taxes

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|------|------|------|------|------|------|------|-------|
| Blanks | 59 | 60 | 50 | 41 | 72 | 51 | 78 | 411 |
| Yes | 922 | 805 | 876 | 880 | 1154 | 925 | 994 | 6556 |
| No | 927 | 959 | 876 | 869 | 1188 | 924 | 1085 | 6828 |
| Total | 1908 | 1824 | 1802 | 1790 | 2414 | 1900 | 2157 | 13795 |

QUESTION 7

A state income tax deduction for charitable contributions

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|------|------|------|------|------|------|------|-------|
| Blanks | 65 | 59 | 52 | 50 | 71 | 61 | 78 | 436 |
| Yes | 1355 | 1260 | 1278 | 1265 | 1774 | 1367 | 1515 | 9814 |
| No | 488 | 505 | 472 | 475 | 569 | 472 | 564 | 3545 |
| Total | 1908 | 1824 | 1802 | 1790 | 2414 | 1900 | 2157 | 13795 |

QUESTION 8

Change state laws governing drug-dependency treatment and fines paid and money and property forfeited in connection with drug crimes

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|------|------|------|------|------|------|------|-------|
| Blanks | 75 | 56 | 54 | 48 | 78 | 65 | 80 | 456 |
| Yes | 775 | 768 | 774 | 774 | 1029 | 780 | 934 | 5834 |
| No | 1058 | 1000 | 974 | 968 | 1307 | 1055 | 1143 | 7505 |
| Total | 1908 | 1824 | 1802 | 1790 | 2414 | 1900 | 2157 | 13795 |

State Election Overseas Ballots

November 7, 2000

The Board of Registrars, Beverly Bennett, Chairman; Edward Creamer and Elizabeth Carey, CMMC, Town Clerk, met on Friday, November 17, 2000, 5:00 PM, to count the four (4) Overseas Ballots, as required by Massachusetts General Law.

PRECINCT TOTALS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|---|----|---|----|---|----|---|-------|
| | | | 1 | 1 | | 1 | 1 | 4 |

PRESIDENT/VICE PRESIDENT

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|---------------------------|---|----|---|----|---|----|---|-------|
| Blanks | | | | | | | | 0 |
| Brown and Olivier | | | | | | | | 0 |
| Buchanan and Higgins, Sr. | | | | | | | | 0 |
| Bush and Cheney | | | | | | 1 | 1 | 2 |
| Gore and Lieberman | | | 1 | 1 | | | | 2 |
| Hagelin and Tompkins | | | | | | | | 0 |
| Nader and LaDuke | | | | | | | | 0 |
| Write-In: | | | | | | | | 0 |
| McReynolds and Hollis | | | | | | | | 0 |
| Write-Ins | | | | | | | | 0 |
| Total | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 4 |

SENATOR IN CONGRESS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|-----------------------|---|----|---|----|---|----|---|-------|
| Blanks | | | | | | | | 0 |
| Edward M. Kennedy | | | | | | 1 | 1 | 2 |
| Carla A. Howell | | | | | | | | 0 |
| Jack E. Robinson, III | | | 1 | 1 | | | | 2 |
| Dale E. Friedgen | | | | | | | | 0 |
| Philip Hyde, III | | | | | | | | 0 |
| Philip F. Lawler | | | | | | | | 0 |
| Write-Ins | | | | | | | | 0 |
| Total | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 4 |

REPRESENTATIVE IN CONGRESS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|------------------|---|----|---|----|---|----|---|-------|
| Blanks | | | | 1 | | | | 1 |
| Martin T. Meehan | | | 1 | | | 1 | 1 | 3 |
| Write-Ins | | | | | | | | 0 |
| Total | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 4 |

COUNCILLOR

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|--------------------|---|----|---|----|---|----|---|-------|
| Blanks | | | | 1 | | | | 1 |
| Mary-Ellen Manning | | | 1 | | | 1 | 1 | 3 |
| Write-Ins | | | | | | | | 0 |
| Total | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 4 |

SENATOR IN GENERAL COURT

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|-----------------|---|----|---|----|---|----|---|-------|
| Blanks | | | | 1 | | | | 1 |
| Susan C. Tucker | | | 1 | | | 1 | 1 | 3 |
| Write-Ins | | | | | | | | 0 |
| Total | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 4 |

REPRESENTATIVE IN GENERAL COURT

| Precinct | 1 | 1A | 2 | 2A | 3A | 4 | Total |
|-----------------|---|----|---|----|----|---|-------|
| Blanks | | | | | | | 0 |
| James R. Miceli | | | 1 | 1 | 1 | 1 | 4 |
| Write-Ins | | | | | | | 0 |
| Total | 0 | 0 | 1 | 1 | 1 | 1 | 4 |

| Precinct | 3 |
|-----------------|---|
| Blanks | |
| David M. Nangle | |
| Write-Ins | |
| Total | 0 |

CLERK OF COURTS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|--------------------|---|----|---|----|---|----|---|-------|
| Blanks | | | | 1 | | | | 1 |
| Edward J. Sullivan | | | 1 | | | 1 | 1 | 3 |
| Write-Ins | | | | | | | | 0 |
| Total | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 4 |

REGISTER OF DEEDS

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------------------|---|----|---|----|---|----|---|-------|
| Blanks | | | | | | | | 0 |
| Richard P. Howe, Jr. | | | 1 | 1 | | 1 | 1 | 4 |
| Write-Ins | | | | | | | | 0 |
| Total | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 4 |

REGISTER OF PROBATE

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------------------|---|----|---|----|---|----|---|-------|
| Blanks | | | | | | 1 | | 1 |
| John R. Buononio | | | | | | | | 0 |
| Lee Johnson | | | | 1 | | | | 1 |
| Diane Poulos Harpell | | | 1 | | | | 1 | 2 |
| Write-Ins | | | | | | | | 0 |
| Total | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 4 |

QUESTION 1

Redistricting take effect 2002

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|---|----|---|----|---|----|---|-------|
| Blanks | | | | | | | | 0 |
| Yes | | | 1 | 1 | | 1 | 1 | 4 |
| No | | | | | | | | 0 |
| Total | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 4 |

QUESTION 2

Voting rights of Incarcerated felons

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|---|----|---|----|---|----|---|-------|
| Blanks | | | | | | | | 0 |
| Yes | | | 1 | 1 | | 1 | 1 | 4 |
| No | | | | | | | | 0 |
| Total | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 4 |

QUESTION 3

Prohibit dog races where betting or wagering occurs

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|---|----|---|----|---|----|---|-------|
| Blanks | | | | | | | | 0 |
| Yes | | | | 1 | | | | 1 |
| No | | | 1 | | | 1 | 1 | 3 |
| Total | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 4 |

QUESTION 4

State personal income tax rate over three years to 5%

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|---|----|---|----|---|----|---|-------|
| Blanks | | | | | | | | 0 |
| Yes | | | 1 | 1 | | 1 | 1 | 4 |
| No | | | | | | | | 0 |
| Total | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 4 |

QUESTION 5

This proposed law would set up a state Health Care Council

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|---|----|---|----|---|----|---|-------|
| Blanks | | | | | | | | 0 |
| Yes | | | 1 | 1 | | 1 | | 3 |
| No | | | | | | | 1 | 1 |

| | | | | | | | | |
|-------|---|---|---|---|---|---|---|---|
| Total | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 4 |
|-------|---|---|---|---|---|---|---|---|

QUESTION 6

State personal income tax or corporate excise tax credit for Massachusetts tolls and motor vehicle excise taxes.

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|---|----|---|----|---|----|---|-------|
| Blanks | | | | | | | | 0 |
| Yes | | | | 1 | | 1 | 1 | 3 |
| No | | | 1 | | | | | 1 |
| Total | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 4 |

QUESTION 7

A state income tax deduction for charitable contributions

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|---|----|---|----|---|----|---|-------|
| Blanks | | | | | | | | 0 |
| Yes | | | | | | | 1 | 1 |
| No | | | 1 | 1 | | 1 | | 3 |
| Total | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 4 |

QUESTION 8

Change state laws governing drug-dependency treatment and fines paid and money and property forfeited in connection with drug crimes

| Precinct | 1 | 1A | 2 | 2A | 3 | 3A | 4 | Total |
|----------|---|----|---|----|---|----|---|-------|
| Blanks | | | | | | | | 0 |
| Yes | | | | 1 | | 1 | 1 | 3 |
| No | | | 1 | | | | | 1 |
| Total | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 4 |

Special Town Meeting

December 13, 2000

Tewksbury Memorial High School Auditorium
320 Pleasant Street

Moderator James Coakley opened the December 13, 2000, Special Town Meeting at 7:30 P.M.

There were 112 registered voters and 5 Visitors in attendance.

Moderator Coakley informed the Assembly about the Town Meeting Guideline on the front inside cover of the Warrant and he designated the Visitors Section.

Finance Committee Chairman, Ray Shaw, motioned to Waive the Reading of the Warrant Articles and this motion was Adopted at 7:31 P.M.

ARTICLE 1

To see if the Town will vote to transfer \$43,087.00 from the Town Manager Escrow Salaries Account to the Police Department Salaries Account to implement the labor agreement recently signed with the Superior Officers Association to be distributed during FY01 or take any other action relative thereto.

Town Manager

Executive Summary: The intent of this article is to transfer funds to implement a new labor agreement with the Superior Officers Association.

Motion: The Finance Committee motioned to Adopt Article 1 and Transfer \$43,087.00 for the purpose of Article 1.

Voted: Article 1 was Adopted. 7:31 PM (12/13/00)

ARTICLE 2

To see if the Town will vote to rezone from IH to R40 that parcel of land known as a portion of Assessor's Map 12, Lot 4, further described as a parcel of land located in the Town of Tewksbury, County of Middlesex, Commonwealth of Massachusetts and bounded and described as follows:

Beginning at a point, on a curve on the easterly sideline of Clark Road, said point being 835.57 feet, more or less, north of the northerly sideline of Eastern Avenue;

THENCE; northeasterly by a curve to the right having a radius of 467.13 feet a length of 76.94 feet, more or less;

THENCE; northwesterly by a curve to the left having a radius of 473.39 feet a length of 125.2 feet, more or less;

THENCE; northeasterly by the thread of Dugway Brook, a distance of 2,025 feet, more or less;

THENCE; southeasterly by the thread of Trull Brook, a distance of 1,510 feet more or less;

THENCE; S 88 47' 27" W, by land of Ginieres, a distance of 272 feet, more or less;

THENCE; N 87 37' 23" W, continuing along land of Ginieres, a distance of 178.78 feet, more or less;

THENCE; N 70 53' 14" W, continuing along land of Ginieres, a distance of 177.13 feet, more or less;

THENCE; N 27 00' 28" W, along other land of Trull Brook Realty, LLC, a distance of 125.00 feet, more or less;

THENCE; N 72 32' 35" W, a distance of 705.25 feet, more or less;

THENCE, N 73 51' 59" W, a distance of 786.58 feet, more or less, to the point of beginning.

Containing approximately 38 Acres.

The above described parcel is shown on a plan entitled "Proposed Re-Zoning Plan Clark Road - Tewksbury, Massachusetts - prepared for: Trull Brook Realty, LLC," dated November 1, 2000 and prepared by Cuoco & Cormier Engineering Associates, Inc.

Town Manager

Executive Summary: The intent of this article is to rezone from Heavy Industrial (HI) to Residential a parcel of land off Clark Road of approximately 38 acres. Said parcel is a portion of Lot 4 on Assessor's Map 12 and further described as a parcel of land shown as Lot 4 on a plan entitled "Proposed Re-zoning Plan Clark Road" prepared for Trull Brook Realty LLC, dated November 1, 2000. Furthermore, this article will have a contract between Trull Brook Realty and the Town of Tewksbury that will go in concert with it and a draft of that agreement follows:

AGREEMENT

This *Agreement* is made by and between the Town of Tewksbury, a Massachusetts municipal corporation with a usual place of business at Town Hall, Tewksbury, Massachusetts, acting by and through its Planning Board and Town Manager ("Tewksbury"), and Trull Brook Realty, LLC, a Massachusetts Limited Liability Company, having a usual

place of business at 500 Clark Road, Tewksbury, Massachusetts ("Trull Brook").

Recitals

WHEREAS, Trull Brook is in the process of seeking to re-zone a portion of a certain parcel of land located at Tewksbury Assessor's Map 12, Parcel 4, from Heavy Industry (IH) to Residential (R-4C); and

WHEREAS, Trull Brook has voluntarily offered to impose certain restrictions on the said parcel of land in connection with the zoning amendment that charges a portion of the aforesaid parcel from Heavy Industry (IH) to Residential (R-40); and

WHEREAS, the parties hereto agree that the proposed re-zoning is an appropriate rezoning classification of the locus in light of the physical characteristics of the land and the very substantial changes in the use of the land in the vicinity thereof;

NOW, THEREFORE, the parties hereto hereby agree as follows:

1. Trull Brook represents and warrants that it is the owner of real property which is the subject of this Agreement, said property being located and shown on a plan entitled "Proposed Re-zoning Plan - Clark Road - Tewksbury, Massachusetts, prepared for Trull Brook Realty, LLC" dated November 1 2000 by Cuoco & Cormier Engineering Associates, Inc, which plan is attached hereto and incorporated herein as Exhibit "A".
2. Trull Brook is seeking to rezone from Heavy Industrial (IH) to Residential (R-40) that parcel of land known as a portion of Assessor's Map 12, Parcel 4, further described as Lot F-1 on a plan entitled "Proposed Re-Zoning Plan - Clark Road - Tewksbury, Massachusetts, prepared for Trull Brook Realty, LLC" dated November 1, 2000 by Cuoco & Cormier Engineering Associates, Inc.
3. Subject to the approval of the proposed re-zoning amendment by the Town of Tewksbury and the Attorney General, Trull Brook will apply for all the necessary permits and approvals to be obtained from all local, state and/ or federal agencies for approval of a residential definitive subdivision plan and related permits and variances (if any), as the case may be, in order to construct the proposed residential subdivision thereon.
4. In the event that the proposed re-zoning amendment is approved by the Town of Tewksbury and the Attorney General, Trull Brook hereby voluntarily agrees to impose on the parcel of land to be re-zoned the following conditions and restrictions at the time that it applies for such necessary permits and approvals for the proposed subdivision plan and related permits and variances (if any):
 - (a) Trull Brook shall establish an association of homeowner's that shall have full responsibility for the maintenance of the roadway to be built in accordance

with the Planning Board's rules and regulations regarding the construction of same; it being the intent of the parties that the said road shall remain as a private way.

- (b) Trull Brook shall grant to the Town of Tewksbury a 40' wide utility easement within the right of way of the road to be built as aforesaid for the purpose of installing, maintaining, replacing, removing and using underground utility lines, including without limitation sewers, drains, water mains, gas pipes, electric lines, telephone lines and cable television lines therein and thereunder, (all of which underground sewers, drains, water mains, gas pipes, electric light, power and telephone wires and cable television lines shall remain the property of the persons installing the same), provided, however, when the sewer line extension is completed and connected to the public sewer it shall be transferred to the Town and it shall become the property of the Town of Tewksbury and part of the municipal sewer system; and, provided further, when the water main extension is completed and connected to the public water system it shall be transferred to the Town and it shall become the property of the Town of Tewksbury and part of the municipal water system.

The date Trull Brook transfers to the Town all of its right, title and interest in and to the sewer extension and water main extension shall be known as the "Transfer Date". The Transfer Date shall be the date that the construction of the said sewer extension and water main extension are substantially completed and approved for use by the Town and its engineering consultants. On the said date of transfer, Trull Brook, for itself and its successors shall convey all right, title and interest that it may have in and to the sewer line extension and associated pumping station(s), if any, and to the water main extension together with any and all easements pertinent thereto to the Town of Tewksbury, together with all rights, easements, privileges, and appurtenances, in or over said lands, which may be required for the full enjoyment of the rights granted herein.

- (c) Trull Brook shall convey the open space shown on Lot F-1 depicted on the plan attached hereto as Exhibit A to the association of homeowner's established pursuant to the provisions of the foregoing paragraph 4(a), together with a conservation restriction in recordable form which is enforceable by the Conservation Commission of the Town of Tewksbury stating that the land shall be kept in "an open or natural state" and shall not be developed for residential use.
- (d) The proposed subdivision shall consist of not more than four (4) residential lots which conform in all respects to the zoning bylaws of the Town of Tewksbury pertaining to the construction of single family residential dwellings, including, but not

limited to, the provisions of Section 4.6 and Section 5.3 thereof.

- (e) Because the proposed subdivision is contiguous to a parcel of land which is zoned Heavy Industrial (IH), and because Trull Brook intends to develop said parcel in accordance with those uses permitted in an IH District, Trull Brook shall cause to be placed in all literature developed by it in promoting the sale of any or all of the aforesaid residential lots and/or dwellings, as the case may be, stating in clear simple language the intent of Trull Brook to develop said parcel for IH purposes; and, to be caused to be placed in the deed of any such lot to be so conveyed a declaration of same and an acknowledgement of the purchaser of such lot that he/she has been made aware of such declaration.

5. This Agreement shall be recorded in the Middlesex North District Registry of Deeds and or Land Court and shall bind and inure to the benefit of and be enforceable by the parties and their respective successors and assigns. To this end, the parties agree that they will duly execute any and all documents that are necessary to effect a recordation of the entire agreement with the Middlesex North District Registry of Deeds and or Land Court.

Motion: The Finance Committee motioned to Adopt Article 2 and deferred to the Planning Board. Planning Board Chairman, Frank Sweet informed the Assembly that the Planning Board concurred and he also motioned to Adopt Article 2.

Voted: Article 2 was Adopted by the required 2/3's vote.
15 YES -0- NO UNANIMOUS VOTE.
7:34 PM (12/13/00)

ARTICLE 3

To see if the Town will vote to appropriate and raise by borrowing the sum of \$270,000.00 for the purpose of renovating and making improvements to the Center School and the Dewing School offices and classrooms, including costs incidental and related thereto. The Town Treasurer, with the approval of the Selectmen, is hereby authorized pursuant to Chapter 44, Section 7, **Paragraph** (3A) and (9) of the Massachusetts General Laws, as amended, or any other enabling authority, to issue bonds or notes of the town therefor. The School Committee is hereby authorized to expend these funds for the stated purposes and to apply for, accept and expend available federal, state or private grants or contributions in this regard. The School Committee is further granted authority to enter into contracts in order to carry out this project.

Town Manager

Executive Summary: The purpose of this article is to make improvements to the Center School and Dewing School related to transfer of the seventh grade Wynn School students to

Center School for September 2001. The costs include \$110,000.00 for hazardous material abatement, \$150,000.00 in improvements to the Center School rooms and hallways, and \$10,000.00 for improvements at the Dewing School.

Motion: The Finance Committee motioned to Adopt Article 3 and Borrow \$270,000.00 for the purpose of Article 3.

Treasurer Warren Carey motioned to Amend Article 3 with a correction.

Voted: Article 3 was Adopted by the required 2/3's vote.
35 YES -0- NO UNANIMOUS VOTE
7:36 PM (12/13/00)

AMENDMENT: At the end of the fifth line strike out the word "paragraph" and substitute the word "clauses"

ARTICLE 4

To see if the Town will vote to transfer \$60,000 from the unused proceeds of the borrowing authorized under Article 9 of the May, 1998 Annual Town Meeting to Article 9 of the May, 1995 Special Town Meeting or take any related action.

Town Manager

Executive Summary: Beginning in 1995 Town Meeting authorized borrowings totaling over \$6,000,000 to perform sewer and water work to upgrade various areas of the town. Each of the borrowing articles was specific to either sewer or water projects. This article asks to transfer \$60,000 from a water article, which currently has a surplus of approximately \$70,000, to a sewer article that has a projected deficit of \$60,000. The \$60,000 is needed to complete a sewer project that has already begun.

Motion: The Finance Committee motioned to Adopt Article 4, with a date correction, and Transfer \$60,000.00 for the purpose of Article 4.

There was no objection from the Assembly and the Moderator accepted the date correction.

Voted: Article 4 was Adopted. 7:37 PM (12/13/00)

DATE CORRECTION: Replace "May, 1995" with "October 10, 1995"

ARTICLE 5

To see if the Town will vote to authorize the Town Manager to acquire any fee, **casement** or other interest in land along Main Street (Rte 38) as shown on a Plan entitled "Commonwealth of Massachusetts, Plan of Road in the Town of Tewksbury, prepared by TFP LLC of Concord, New Hampshire, for the purpose of installing traffic lights at Main Street and Livingston Street necessary therefor, whether by

eminent domain, purchase, gift or otherwise. Said plan in the Office of the Town Clerk, or take any other action relative, thereto.

Town Manager

Executive Summary: The purpose of this article is to acquire the necessary easements for the installation of traffic lights at Main Street (Rte 38) and Livingston Street.

Motion: The Finance Committee motioned to Adopt Article 5 with a Correction.

There was no objection from the Assembly and the Moderator accepted the Correction.

Voted: Article 5 was Adopted by the required 2/3's vote.
(Required for the eminent domain process)
22 YES -0- NO UNANIMOUS VOTE
7:38 PM (12/13/00)

CORRECTION: In the second line, replace "casement" with "easement"

ARTICLE 6

To see if the Town will vote to transfer \$120,614 from the Town Manager Escrow Account to implement the labor agreement recently signed with Local 833 of AFSCME to be distributed during FY01 among the following salary accounts:

| | |
|---------------|-------------------------|
| 2,830 | Accounting Department |
| 2,513 | Computer Services |
| 4,957 | Assessor |
| 11,742 | Treasurer/Collector |
| 4,675 | Town Clerk |
| 3,887 | Planning & Conservation |
| 629 | Town Hall |
| 12,687 | Police Department |
| 3,026 | Fire Department |
| 3,983 | Building Department |
| 1,258 | Dog Officer |
| 55,936 | Public Works Department |
| 1,162 | Board of Health |
| 999 | Council on Aging |
| <u>10,330</u> | Library |
| 120,614 | Total |

or take any action relative thereto.

Town Manager

Executive Summary: The intent of this article is to transfer funds to implement a new labor agreement with Local 833 of AFSCME.

Motion: The Finance Committee deferred to the Town Manager.

Town Manager David Cressman motioned to Withdraw Article 6 as the labor agreement has not been signed as of 12/13/00.

Voted: Article 6 was Withdrawn. 7:40 PM (12/13/00)

ARTICLE 7

To see if the Town will vote to re-authorize the Board of Selectmen to re-submit a petition to the General Court to enact a special act to authorize the Board of Selectmen to swap Town conservation land with Eagles Point Development Corporation. The land to be swapped is Parcel A (82,133 square feet) as shown on a plan entitled "Lot Line Relocation Plan Martel Estates", Tewksbury, MA prepared for Sandy Acres Partnership by Cuoco and Cormier Engineering Associates, Inc., dated November 11, 1999 and recorded with Northern Middlesex Registry of Deeds of Book of Plans, 195, Plan and said parcel is owned by Eagles Point Development Corporation for Parcel B (78,127 square feet) which is owned by the Town and is shown on the same plan of land. Or take any other action relative thereto.

Town Manager

Executive Summary: Several years ago Town Meeting approved the land swap between the Town and Eagles Point Development and deeds have been recorded executing the land swap. However, both parcels are open space and this requires the Commonwealth's approval to conclude this matter.

Motion: The Finance Committee had no recommendation.
Mr. Ray Shaw, as a voter, motioned to Adopt Article 7.

Voted: Article 7 was Adopted. 7:41 PM (12/13/00)

Finance Committee Chairman, Ray Shaw, motioned to adjourn the December 13, 2000, Special Town Meeting, sine die, and this motion was Adopted 7:42 PM (12/13/00)

ATTEST:
ELIZABETH A. CAREY, CMMC
TOWN CLERK

Auditor, Assessors, Treasurer/Collector, Town Manager, Board of Selectmen and Finance Committee:

Pursuant to Section 15A, Chapter 41, Massachusetts General, I hereby certify to the funds appropriated at the Special Town Meeting, convened by proper Warrant on December 13, 2000.

**APPROPRIATION CERTIFICATE – SPECIAL TOWN MEETING
DECEMBER 13, 2000**

| <u>ARTICLE</u> | <u>RAISE & APPROPRIATE</u> | <u>TRANSFER FROM</u> | <u>BORROW</u> |
|--|------------------------------------|---|---------------------|
| 1. Implement Police Superior Office Labor Agreement. | | \$43,087.00 T.Mgr. Escrow Sal. Acct. | |
| 3. Renovate & Improve Center School & Dewing School Offices & Classrooms. | | | \$270,000.00 |
| 4. October 10, 1995 STM, Art. 9 | | \$60,000.00 Art. 9, 1998 ATM Unused Proceeds | |
| TOTAL RAISE & APPROPRIATE | | \$- 0 - | |
| TOTAL TRANSFERS | | \$103,087.00 | |
| BORROW | | | \$270,000.00 |

ATTEST:
ELIZABETH A. CAREY, CMMC
TOWN CLERK

ADMINISTRATION

*Board of Selectmen
Planning Board
Board of Appeals
Board of Registrars
Administrative Services*

*Town Manager
Conservation Commission
Parking Clerk
Housing Authority*

*Town Counsel
Dog Officer
Town Clerk
Veteran's Services
Computer Services*

Board of Selectmen

In 2000, the Board of Selectmen held regular meetings twice a month September through May and once a month during the months of June, July and August. Additionally, members of the Board served on many subcommittees including but not limited to the South Fire Station Building Committee, Town Hall Building Committee, Sewer Agreement Committee, Memorial Day Committee, Wynn and Ryan School Building Committees, Town Meeting Review Committee. The Board held conduit and pole petition hearings and liquor license hearings, reviewed and discussed the results of the Management Study. The Board received and acted on a number of applications for cell tower locations in the community. Many residents applied and were appointed to serve on the various openings on town committees.

The Board stayed in contact with State Representative James Miceli, Senator Susan Tucker, and Representative David Nangle on a regular basis to discuss pending and future legislation of interest to the community.

The Board of Selectmen wishes to extend their thanks to all department heads, town employees, office staff for their commitment to better serve the residents during this past year. The Board would also like to take this opportunity to thank those men and women who have served this community as members of numerous appointed and elected boards and committees for the time and effort expended by them in various positions in town government.

The Selectmen's Office, which is located in the Town Hall, is open daily from 8:00 a. m. to 4:30 p. m. for the convenience of the townspeople. The Selectmen meet twice a month on Tuesday evenings at 7:30 p. m. All residents are welcome to attend these meetings. However, if you wish to be heard on an issue, or have the Board take action on a specific matter, it will be necessary to have a detailed written request presented at the Selectmen's Office prior to the noon closing of the agenda on Wednesday preceding each meeting. This procedure enables the Selectmen to gather any pertinent information prior to the meeting and eliminates the necessity for delay in making decisions.

For your convenience, the Selectmen's meetings, as well as other Board and Committee meetings, continue to be televised live on Channel 10.

BOARD OF SELECTMEN

Charles E. Coldwell, Chairman
Charles T. Coppola, Vice Chairman
John Ryan, Clerk
Kevin Anderson
Joseph P. Gill, Jr.

Town Manager

Fortunately for Tewksbury, the dire predictions of Y2K computer problems did not materialize for Tewksbury as 2000 dawned. Most of the success for this non-event can be attributed to the work of the Town's Computer Services Department, Auditor's Office, Assessor's Office, Treasurer-Collector Office, Police, Fire and Public Works Departments and their staffs. After the success of this effort, many of these departments – Computer, Auditor, Assessor, and Treasurer-Collector - then had to pack up their offices in Town Hall and move to the newly renovated offices in the Town Hall Annex, the former Library. This move occurred over the Martin Luther King holiday weekend and was a success due to the staff's work and particularly Building Commissioner Colantuoni and MIS Director Hattori who coordinated the move which resulted in minimal disruption to the public.

In early summer, ground was broken for the new South Fire Station. Since then, work has been progressing well with plans to have it operational in the next year.

In June, the voters approved a debt exemption for the renovation and re-construction of the Wynn Middle School. This allowed the Committee and architects to begin the preparation of final designs so that this project can be put out to bid by March 2001.

In May, the voters approved an appropriation for design work related to renovating Town Hall. In August, an architect, Jeffrey Cook, was selected, and the Committee and architect are developing preliminary plans to renovate the facility and

re-locate all the staff at the Public Works building, except the Public Works Department staff, to Town Hall.

In late summer, the Town's contractor installed the last sewer pipe connecting the Trahan School to the Town's sewer system. Except for final paving to be done in 2001, this closes out the Town's most recent sewer construction program, which spent approximately \$9 million over the past four years. Now, the Board of Selectmen has appointed a committee to address the future of the Town's sewer program over the next decade.

Throughout 2000, the Town, its consultant, and contractor worked on the expansion of the Water Treatment Plant. As 2000 draws to a close, this project is almost completed. The work by the staff at the Water Treatment plant was exemplary, as there were times when existing processes had to be shut down while new processes were connected to the existing plant. Fortunately, this work was done with no impact on Town residents.

In addition to this work, the Town's Department of Public Works constructed a new building to store Park vehicles and equipment due to re-opening of the Teen Center which had previously housed some of this equipment. Also, Public Works completed paving of several streets and by the end of 2000 the Andover Street project was nearing completion.

Within the organization, the Auditor, Assessor, Computer Services and Treasurer-Collector offices should be recognized for their work over the past twenty-four months of selecting a new financial management system and then installing and implementing the general ledger, payroll, miscellaneous revenues, property tax, and utility billing systems. Additionally, the Town Manager and a consultant completed Department Head and Clerical positions studies, which the Town is in the process of implementing. Of course, this is part of the Management Study, which was completed in 1999. Another aspect of the Management Study was the recommendation that Town departments establish Mission Statements, Goals and Objectives and this was accomplished in 2000.

In addition to these activities the Town Manager was involved in work related to adoption of the FY2001 budget, labor negotiations, and NESWC activities. Finally, a lot of time was spent on the development of cell towers at various facilities such as the Middle School, Dog Pound, and new South Fire Station.

Looking ahead to 2001 the Town will be involved in numerous projects for which planning and bidding took place in 2000. These include the redevelopment of the tennis courts at Livingston Park, the re-painting of the Astle Street water tower, the construction of a new water line on a portion of South Street, and the re-construction of Livingston Street near Main Street.

In closing, I wish to once again thank the Board of Selectmen, Town Department Heads, Town employees, my office staff,

and Town residents for their continued support and assistance in carrying out the Town's 2000 programs and services.

Respectfully submitted,
David G. Cressman
Town Manager

Town Counsel

In 2000, Charles J. Zaroulis, Town Counsel, represented the Town of Tewksbury in litigation before the Middlesex Superior Court, the Massachusetts Land Court, the Appeals Court, and in matters before the Appellate Tax Board.

The Town received favorable decisions and/or judgments in the following cases in Superior Court

- Building Commissioner v. Andrew J. and Andrew R. Letourneau
- Coluciello, Trustee et al v. Zoning Board of Appeals
- Sullivan, Kevin C. v. Commonwealth & the Town of Tewksbury (Woburn Street Constructive Taking)
- Van Brunt v. Zoning Board of Appeals
- Atlantic Dracut v. Conservation Commission

The following cases against the Town were dismissed.

- Mangano, Trustee v. Zoning Board of Appeals

The following cases are pending

- Ames Pond LLC v. Balukonis and the Town of Tewksbury
- Bellistri et al v. Planning Board
- Bellistri et al v. Conservation Commission
- Building Commissioner v. John D. Sullivan (Catamount Road)
- Colonial Auto Group v. Zoning Board of Appeals
- Lowell v. The Town of Tewksbury
- Sullivan, John D. v. the Town of Tewksbury (Main Street)
- Atlantic Dracut v. Planning Board
- Atlantic Dracut v. Zoning Board of Appeals

The Town received a favorable judgment in Land Court and also in the Appeals Court of Mangano v. Zoning Board of Appeals.

The following cases were settled

- K & K Acoustical Ceilings, Inc. v. Shah and the Town of Tewksbury
- R. T. Boston Franchise and Frank Mathews v. Zoning Board of Appeals

In addition to court and administrative hearings, your Town Counsel appeared before state agencies, prepared legal documents, contracts, deeds, easements, court pleadings, memoranda and opinions for various departments; he has drafted by-laws and rules and regulations for Boards and Town

Meeting Articles; and he has made eminent domain land takings for highway and sewer improvements.

To prevent litigation and the assessment of damages, Town Counsel encourages Town officials to communicate with him as soon as possible after becoming aware of any potential problem. In addition, your Town Counsel is pleased to assist in making Town government more responsive to the safety and well being of Tewksbury's citizens.

Town Counsel will continue his program of providing municipal law memoranda and seminars which address important and current issues of law and the interpretation of laws for the several Boards, Committees, Commissions, and Departments.

Town Counsel thanks the Board of Selectmen, the Town Manager, the several Boards, Committees, Commissions, and Departments and their officers and employees for the excellent co-operation again afforded to him during the past year.

Charles J. Zaroulis
Town Counsel

Planning Board

The Tewksbury Planning Board consists of five-elected town residents. The Planning Board Officers are Chairman Frank Sweet, Vice-Chairman David Plunkett, Clerk Vincent Spada and members Cheryl Busch and Robert Fowler.

The Planning Board reviews all new commercial projects and residential subdivisions proposed for construction in Town. The Planning Board, working with the Building Commissioner, is responsible for assuring Town Residents that new developments comply with land use regulations. The Planning Board strives to strike a balance between landowners right to develop and the interests of neighbors and the Town as a whole.

Five subdivision plans were approved in 2000. One of these, Sheridan Lane, was later revoked. The Planning Board also received 19 special permit applications for new commercial projects. Among the larger proposals approved by the Planning Board in 2000 were the proposed renovations to the Wynn Middle School, and new office buildings in Highwood Park and Apple Hill Office Park near the interstate 495 off ramp on Andover Street.

The Planning Board routinely receives contributions to the Sidewalk account, which the Planning Board administers in cooperation with the Department of Public Works. In 2000, the Planning Board received \$49,000, with major contributions of \$27,000 from Deerfield Estates and \$20,000 from IRA Motors.

The Planning Board also held a series of working meetings during the year to discuss revisions to the Town Zoning By Laws proposed by an interdepartmental committee. The Planning Board is now working on edits to the draft proposal and is hopeful that the document will be ready for a public hearing and subsequent action at Town Meeting.

Respectfully submitted,
Frank Sweet
Chairman, Planning Board

Dog Officer

I would like to take this opportunity to thank all the residents who have obeyed the Leash Law in Tewksbury. All dogs in Tewksbury must be licensed and have all their shots, this is for the safety of the residents as well as the dogs. If your dog is not licensed and is picked up, it is very hard to trace the owner to the dog and this could result in extra fines. Let's protect our children and all residents (from dog bites and etc.) and keep our dogs restrained.

I would like to make you aware if your dog is picked up there will be an administration fee of \$25.00 plus \$5.00 per day for board and keep, up to \$190.00 plus fines as follows:

| | |
|--------------------------|---------|
| FIRST OFFENSE | \$25.00 |
| SECOND OFFENSE | 50.00 |
| THIRD OFFENSE | 100.00 |
| SUBSEQUENT OFFENSES | 100.00 |
| (within a calendar year) | |

REMEMBER PLEASE HAVE YOUR DOG LICENSED AND MAKE SURE THEY HAVE ALL THE NECESSARY SHOTS.

WHEN YOU LICENSE YOUR DOG BE SURE TO GET A COPY OF THE NEW DOG BY-LAW WHICH WENT INTO EFFECT 1/1/98.

Walter Collins
Dog Officer

Board of Appeals

The Board wishes to thank Thomas Gannon for his dedicated years of service to the Town of Tewksbury while serving as a regular member and as Chairman to the Board of Appeals.

Presently the Board of Appeals consists of the following members: John D. Sullivan, Chairman, Mark Singleton, Vice Chairman, Richard Cluff, Jr., Clerk, Geraldine Murphy and Derek Sheehan, Associate Members. Cheryl Romano remains the secretary to the Board.

The Board of Appeals meets twice monthly at the Town Hall to hear and decide appeals, applications for Special Permits and to act on requested Variances, in accordance with Massachusetts General Laws, Chapter 40A, the Zoning Act.

Following is a breakdown of the activity on which the Board of Appeals acted during the year 2000:

| | | | | |
|---|---|-------------|----------|-------------|
| 20 Variances | - | 16 Approved | 4 Denied | |
| 14 Special Permits | - | 12 Approved | 2 Denied | |
| 5 Party Aggrieved | - | 1 Approved | 1 Denied | 3 Withdrawn |
| 8 Withdrawals consisting of 3 Variances, 2 Special Permits, 2 Combination Variances/SP and 1 Variance/Comprehensive permit. | | | | |
| 1 Modification to SP - Approved | | | | |
| 9 Combination Variance/SP - 9 Approved | | | | |
| 1 Combination Variance/Party Aggrieved - Approved | | | | |
| 1 Comprehensive Permit which was Approved | | | | |

I would like to thank the public for their interest in the Board's activity. I also wish to thank my fellow Board members and the Building Department for their time and efforts on behalf of the Board.

John D. Sullivan
Chairman, Board of Appeals

Conservation Commission

The Tewksbury Conservation Commission consists of seven members, all of whom are appointed by the Board of Selectman. The Conservation Commission Officers for 2000 are, Chairman, Dr. Lucio Barinelli; Vice-Chairman, Salvatore Torname; Clerk Stanley Folta Jr. Members Michael Kelley, Gail Perdicaro, Gregory Peters, and Hugh J. Fitzpatrick, III. Other members serving in 2000 were former Chairman William Hallisey; members Brian Balukonis, Laura Stella and Richard Hanson.

The Conservation Commission is designated with the responsibility of upholding the Tewksbury Wetland Protection Bylaw and the Massachusetts Wetland Protection Act (MGL 131, Section 40). The Commission's primary goal is to protect wetland areas, riverfront areas, related water resources and adjoining land areas in the Town of Tewksbury.

During 2000 the Conservation Commission reviewed numerous applications for work proposed within the 100 to 200 foot wetland buffer zone and riverfront area. Every formal application submitted for actions except for septic system repairs requires a public hearing to be held at which time all abutters are allowed time to express their views. Once all the information has been solicited the Conservation Commission votes to either approve or deny the permit that is requested. If approved the wetland permit will list all mitigation required to protect the impact on wetland resource

areas and riverfront areas. If denied the applicant is required to appeal the decision to Superior Court and the MADEP.

Among the objectives of the Conservation Commission in 2000 were to enforce the Tewksbury Wetland Protection Bylaw and the Massachusetts Wetlands Protection Act, which includes the Rivers Protection Act provisions. To assist the Conservation Commission in their endeavor its Conservation Administrator has the responsibility of enforcing all regulatory environmental permits. In addition all sites with pending projects are inspected before, during and upon completion.

In 2000 the Conservation Commission issued permits for several projects on Main Street which included Wamesit Village, IRA Motors, Crest Nissan and the U-Store It Storage facility. Each of these projects generated numerous hearings and concerns from residents and the Conservation Commission spent endless hours detailing conditions in their issued permits.

The Conservation Commission has worked diligently during 2000 to protect natural resources in Tewksbury. All residents should be advised that certain activities which are proposed in areas within 100 to 200 feet from a wetland, river, perennial stream or pond must comply with all local and state wetland regulations which includes the Rivers Protection Act.

The Conservation Commission meets on the first and third Wednesday of each month. All Conservation Commission meetings are open to the public and are held in the Town Hall Auditorium beginning at 7:00 P.M. and are televised live on Channel 10.

The Robert P. Sullivan Office of Planning and Conservation is located in the Sughrue DPW Building at 999 Whipple Road. The office is open to the public from 8:00 A.M. to 4:00 P.M. Monday through Friday.

Respectfully submitted,
Walter S. Polchlopek
Conservation Administrator

Town Clerk

TOWN STATISTICS

| | 2000 | 1999 |
|------------|--------|--------|
| Population | 30,315 | 29,074 |
| Licenses - | | |
| Dogs | 1,460 | 1,463 |
| Sporting | 477 | 514 |

FINANCIAL
1/1/2000 - 12/31/2000

| | |
|---------------------------------|--------------------|
| Fees to Town Treasurer | \$33,260.00 |
| Dog Fees to Treasurer | 15,693.00 |
| Sporting Licenses to State | 9,387.00 |
| Parking Fines to Town Treasurer | 24,696.00 |
| TOTAL | \$83,036.00 |

VITAL STATISTICS

As of 12/31/2000
2000 1999

| | | |
|-----------|-----|-----|
| Births | 311 | 345 |
| Marriages | 172 | 185 |
| Deaths | 268 | 290 |

Chapter 45, Section 15 of the Massachusetts General Laws: The Town Clerk will furnish blanks for the return of Births to parents, householders, physicians and registered hospital medical officers applying therefor.

The Town Clerk holds office hours Monday through Friday from 8:30 a.m. to 4:30 p.m., and Tuesday evenings from 7:00 p.m. to 8:30 p.m.

Respectfully submitted,
Elizabeth A. Carey, CMC
Town Clerk

E911 DISABILITY NOTIFICATION FORM

This notification will provide additional information to the Public Safety Officials so they will be better prepared to serve you.

**ALERTING PUBLIC SAFETY OFFICIALS: POLICE,
FIRE & AMBULANCE SERVICE**

You or any individual residing at your address who communicates over the phone by a TTY and/or has a disability that may hinder evacuation or transport, may request an E911 Disability Notification Form from the Town Clerk's Office by calling 640-4355, Monday-Friday, 8:30 AM to 4:30 PM.

Board of Registrars

Beverly A. Bennett, Chairman
Edward Creamer
Robert Hunter
Elizabeth A. Carey, Town Clerk

One of the major duties of the Board of Registrars is to conduct all voter registration sessions. Registrars are responsible for the voter registration process, for maintaining voter registration records, and for submitting certain records to the Secretary of State.

There are three (3) important lists the registrars are required to prepare: the annual street list, the annual card file of registered voters, and the registered voters list.

Certification of nomination papers, petitions, proposed town meeting articles, and applications for absentee voting are also the duty of the Registrars. Applications for voting absentee may be requested from the Office of the Town Clerk. Information about absentee voting may be obtained by phoning the Town Clerk's Office at 640-4355.

Prior to any election or town meeting, the Board of Registrars conducts a special voter registration session; the date and time are published in advance in the local newspapers and cable tv.

In 1994 the Motor Voter Law became effective and this allows eligible town residents to register to vote by mail. Phone the Town Clerk's office at 640-4355 and request that a mail-in voter registration form be mailed to you and/or eligible members of your family.

Residents may register to vote at the Town Clerk's Office, Town Hall, Monday through Friday, from 8:30 A.M. to 4:30 P.M. and Tuesday evenings from 7:00 P.M. to 8:30 P.M.

PRECINCT ENROLLMENT:

| | |
|-------------|-------|
| Precinct 1 | 2,378 |
| Precinct 1A | 2,291 |
| Precinct 2 | 2,328 |
| Precinct 2A | 2,265 |
| Precinct 3 | 3,029 |
| Precinct 3A | 2,303 |
| Precinct 4 | 2,704 |

PARTY ENROLLMENT:

| Precinct | Democrat | Green Party USA | Interdependent 3 rd Party | Libertarian | Reform | Republican | Unenrolled | Total |
|----------|----------|--------------------|---|-------------|--------|------------|------------|-------|
| 1 | 726 | 0 | 1 | 10 | 4 | 382 | 1255 | 2378 |
| 1A | 865 | 0 | 1 | 10 | 0 | 265 | 1150 | 2291 |
| 2 | 842 | 0 | 1 | 9 | 2 | 252 | 1222 | 2328 |
| 2A | 773 | 0 | 0 | 15 | 2 | 319 | 1156 | 2265 |
| 3 | 997 | 0 | 4 | 11 | 1 | 489 | 1527 | 3029 |
| 3A | 719 | 1 | 2 | 8 | 3 | 303 | 1267 | 2303 |
| 4 | 951 | 0 | 6 | 8 | 2 | 336 | 1401 | 2704 |
| Total | 5873 | 1 | 15 | 71 | 14 | 2346 | 8978 | 17298 |

Respectfully submitted,
Elizabeth A. Carey, CMC
Town Clerk

Parking Clerk

A hearing on any parking violation may be obtained upon the written request of the registered owner of the vehicle, as stated on the parking violation notice.

2000 Fines collected and deposited with the Town Treasurer -
\$24,696.00

Parking Ban (Overnight-Inclement Weather)
Town By-Law 8.24.010

It shall be unlawful for any vehicle, other than one acting in an emergency, to be parked on any street from 12:00 (Midnight) to 6:00 AM. This shall take effect on November First of each year and end on March Thirty-First. (A fine of \$10.00 will be imposed for a violation of this Section).

It shall be unlawful for any vehicle, other than one acting in an emergency, to be parked on any street, day or night, when it is snowing or when icy conditions exist. (A fine of \$10.00 will be imposed for a violation of this Section).

Any vehicle, other than one acting in an emergency, parked, day or night, on any street in the Town, so as to interfere with the work of removing or plowing snow, removing ice, or sanding the street, may be removed or towed away, at the sole expense of the registered owner of said vehicle, under the authority and direction of the Superintendent of the Department of Public Works to a public garage or any convenient place. The Superintendent of the Department of Public Works shall within a reasonable time, notify the Chief of Police of the removal of any such vehicle and of the place to which it has been removed, and the Chief of Police shall give like notice to the registered owner of the vehicle.

Vehicles so towed away shall be stored in a safe place and restored to the registered owner thereof upon proper

identification and full payment, to the Town or to the Keeper of the place of storage, for the expenses incurred in such removal and storage. Inquiries, about vehicles so towed away, shall be made at the Police Station. This allows easy and uninterrupted access for the fire, police, school buses, snowplows, sanders, and other emergency vehicles.

Effective January 2000 unauthorized parking in a designated handicap parking area will carry a violation fine of \$100.00 and parking in a fire lane will carry a violation fine of \$100.00.

TEMPORARY HANDICAPPED PARKING
PLACARD/PERMIT. (Town By-Law 8.24.020)

Any motor vehicle bearing a handicapped parking permit, a Temporary Handicapped Parking Placard/Permit, or a motor vehicle Registration Plate designating the vehicle as one used by a handicapped person, shall be authorized to park in a designated handicapped parking space. The Town Clerk may issue a Temporary Handicapped Parking Placard/Permit to any Tewksbury resident upon application and with a supporting letter signed by a licensed physician designating the applicant as physically handicapped. The temporary HANDICAPPED PARKING Placard/Permit shall be issued with an expiration date not to exceed 180 days from the date of issue and shall be displayed so as to be visible through the left portion of the front windshield of any vehicle parked in a designated Handicapped Parking Space. The Temporary Handicapped Parking Placard/Permit will be mutually honored by the Towns of Billerica, Chelmsford, Dracut, Tewksbury, Tyngsboro, Westford, and the City of Lowell. For further information pertaining to the Temporary Handicap Parking Permits please notify the Town Clerk's Office at 640-4355.

Respectfully submitted,
Elizabeth A. Carey, CMC
Town Clerk - Parking Clerk

Veterans' Services

OFFICE HOURS ARE MONDAY THROUGH FRIDAY
8:00 A.M. - 4:30 P.M.

The Veterans' Services Department has again been active in helping the Town's veterans, not only with financial support to those veterans needing assistance, but also with advice and administrative support in interpreting and filling out the sometimes complex state and federal veterans' forms. The Veterans' Agent acts as an ombudsman - preparing federal requests for disability, securing medical records of the individuals concerned, and attending their disability hearings and/or appeals. The Veterans' Agent has represented the Town at several patriotic occasions, including Veterans' Day and Memorial Day.

The Town of Tewksbury has an estimated veteran population of about 7,000. They receive approximately \$2,292,462 in aid from the federal government and \$31,500 in state annuities in addition to the normal veterans' benefits. This is money brought into our community and for the most part spent locally.

The Department of Veterans' Services continues to offer to the veteran and his dependents, or the widows of veterans, services in a wide range of categories, such as:

| | |
|------------------------------------|----------------------------|
| VA Pension Compensation | Grave Markers |
| Hospitalization (in & out patient) | Social Security Assistance |
| Burial Allowance | Disability Assistance |
| Drug & Alcohol Treatment | Industrial Accident Cases |
| Educational & Vocational Training | Retirement Matters |
| Copies of Discharges (DD-214) | Military Records |

The Department of Veterans' Services does not stand alone in serving the Town's veterans, but works with the other Veterans'; and Fraternal Organizations of the Town. I would like to thank them all for their time, efforts and contributions. Special thanks should also go to the Town Manager, Board of Selectmen and other Town Departments for their help in making this a town where the veteran is well served.

Respectfully submitted,
Ellsworth K. Hart
Director, Veterans' Services

Administrative Services

OFFICE HOURS ARE MONDAY THRU FRIDAY
7:30 A.M. - 4:30 P.M.

Department Staff

- William Rose, Administrative Services Assistant, concentrating on Personnel Computer System, Job Postings, and New Employee Orientation.
- Melanie Sitar, Administrative Services Assistant, concentrating on Employee Benefits, Occupational Injury Compensation, and Medical Cost Analysis.

2000 was a busy year for the Administrative Services Department, which serves the town in the following areas:

Employee Services

- Central Data Base
All town and school employees are now listed on the central database with their benefits including health, dental, and life insurance plans.
All town employees' vacation, sick time, and personal days are being tracked.
- Job Postings are now done by Administrative Services.
- New Employee Orientation
New employees are made aware of town benefits, the sexual harassment policy is distributed/explained, and payroll information is collected.
- Standardization of Job Titles
Both managerial and clerical job classification surveys were completed earlier in the year and implementation is underway.
- Administrative Services provides support for the Personnel Relations Review Board
- Administrative Services establishes, reviews, and publishes policies to maintain continuity of personnel practices.

Town Hall/Annex Facilities Management

- The Town Hall Annex has been completed and is operational, this included a combined telephone system between the Town Hall and Annex.
- Continued to maintain Town Hall heating system.
- Actively works on the Town Hall Space Committee

Centralized Purchasing

- Paper Products
- Telephone and Electric Bills

The year 2001 will continue to bring new challenges to this department.

Respectfully,
Ellsworth K. Hart

Housing Authority

This year, the Authority received 322 new applications for our Elderly, Disabled and Family Public Housing Programs. The vacancy turnovers for the elderly and disabled units were 26, and there were 4 turnovers for the family units. Our Section 8 Rental Assistant Program's waiting list is currently closed and has been since November 98'. To date, there are 79 applicants remaining on the list.

This year the Authority was awarded an additional year of funding for a Family Self-Sufficiency Coordinator. We also have completed some modernization projects at our Carnation Drive and Saunders Circle Elderly/Disabled Developments which consisted of energy efficient replacement windows, new storm doors, added parking areas, vinyl siding of buildings, and added office and storage space.

I would like to take this opportunity to thank the members of the Authority --Linda R. Brabant, Robert Briggs, Shaw Dillon and John Deputat, our State Appointee -- also our Executive Director, Corinne Delaney, our office staff, and our maintenance men for their continued efforts and dedication to the Authority during this past year.

Louise A. Gearty
Chairman

TEWKSBURY REVOLVING FUND BALANCE SHEET DECEMBER 31, 2000

ASSETS

| | |
|-------------------------------|--------------|
| Cash | |
| 1111 Andover Bank #0220549817 | \$ 9,335.18 |
| 1114 Pet Deposits-Cash | 2,602.12 |
| Total Cash | \$ 11,937.30 |
| Account Receivable | |
| 1121 A/R MA 139-1 Dept 1 | (21,639.58) |
| 1122 A/R Sect 8 Cert Dept 2 | 131.32 |
| 1123 A/R 400-01 Dept 03 | 21,682.96 |
| 1127 A/R 167-1 Dev Dept 7 | 3,792.22 |
| 1128 Sect 8 Voucher Dept 8 | 12,196.05 |
| 1132 A/R 689-1 Dev Dept 9 | (2,954.77) |
| 1133 A/R 689-2 Dev Dept 11 | (6,561.00) |
| Total Account Receivable | 6,647.20 |
| Deferred Charges | |
| 1290 Undistributed Charges | |
| 1291 Deferred Payroll | |
| Total Deferred Charges | 0.00 |
| Total Assets | \$ 18,584.80 |

See Attached Compilation Report

TEWKSBURY REVOLVING FUND BALANCE SHEET DECEMBER 31, 2000

LIABILITIES

| | |
|-------------------------------|--------------|
| Account Payables | |
| 2111 Account Payable Other | |
| 211101 Septic/Bond/Crystal | |
| 2112 Retention/Russo | |
| 2114 Security Dep-Pets | \$ 2,602.12 |
| 2171 Federal Withholding Tax | |
| 2172 State Withholding Taxes | |
| 2173 Retirement Withheld | 1,361.60 |
| 2174 Group Insurance | 69.45 |
| 2175 Credit Union W/H | 140.00 |
| 2176 Christmas W/H | 180.00 |
| 2179 FICA/Med Tax Withheld | |
| 2181 Long Term Disability | |
| Total Account Payables | \$ 4,353.17 |
| Deferred Credits | |
| 2290 Undistributed Credits | |
| 2291 Deferred Interest Income | 70.65 |
| Total Deferred Credits | 70.65 |
| Advances To Revolv Fund | |
| 2401 Advance MA 139-001 | 5,000.00 |
| 2402 Advance Section 8 E | 575.68 |
| 2403 Advance 400-01 | 8,585.00 |
| Total Advances To Revolv Fund | 14,160.68 |
| Total Liabilities | \$ 18,584.50 |

See Attached Compilation Report

TEWKSBURY FEDERAL MA 139-1 LEDGER BALANCE SHEET DECEMBER 31, 2000

ASSETS

| | |
|---------------------------------|-------------|
| *111 Cash | |
| 1112 Andover Bank #0040651189 | \$ 5,970.01 |
| Total *111 Cash | \$ 5,970.01 |
| Account Receivable | |
| 1122 126 A/R Tenants | (263.00) |
| 112201 126.1 Allow Doubt Accts | |
| 1125 122 A/R HUD | 9,159.00 |
| Total Account Receivable | 8,896.00 |
| Advances | |
| 1155 144 Revolving Fund | 5,000.00 |
| Total Advances | 5,000.00 |
| *131 Investments | |
| 116201 Andover Bank #0040651176 | 194,159.63 |
| Total *131 Investments | 194,159.63 |
| Deferred Charges | |
| 1210 142 Prepaid Insurance | 4,811.01 |
| 1211 142 Prepaid Retirement | 2,112.69 |
| 1212 142 Insurance Deposit | 463.00 |
| 1290 174 Deferred Charges | |

| | | |
|------|---------------------------------|-----------------|
| | Total Deferred Charges | 7,386.70 |
| 1404 | Land Structures Equipment | |
| | Land Structures Equipment | |
| | Total Land Structures Equipment | 0.00 |
| | Fixed Assets | |
| 1506 | 161 Land | 1.00 |
| 1507 | 162 Building | 2,997,717.55 |
| 1508 | 163 Equipment Dwelling | 14,918.22 |
| 1509 | 164 Equipment Admin | 13,330.41 |
| 1510 | 165 Leasehold Improv | |
| 1515 | 166 Accum Depreciation | (1,141,215.55) |
| | Total Fixed Assets | 1,884,751.63 |
| | Total Assets | \$ 2,106,163.97 |

Read Accountant's Compilation Report

**TEWKSBURY FEDERAL MA 139-I LEDGER
BALANCE SHEET
DECEMBER 31, 2000**

LIABILITIES & SURPLUS

| | | |
|--------|-------------------------------|-------------------|
| | Accounts Payable | |
| 2119 | 347 A/P Rev Fund | \$ (21,639.58) |
| | Total Accounts Payable | \$ (21,639.58) |
| | Accrued Liabilities | |
| 2135 | 321 Accrued Payroll | |
| 213501 | 322 Accrued Comp Absences | 893.73 |
| 2137 | 333 Accrued Pilot | 7,285.17 |
| | Total Accrued Liabilities | 8,178.90 |
| | Deferred Credits | |
| 2290 | 353 Deferred Credits | |
| | Total Deferred Credits | 0.00 |
| | Surplus From Operations | |
| 2802 | 504 HUD/PHA Contribution | 1,863,055.88 |
| 2806 | 512 Retained Earnings | 201,962.81 |
| | Total Surplus From Operations | 2,065,018.69 |
| | Current Year Operations | |
| 2940 | Residual Rcpts, - Deficit | 54,605.96 |
| | Total Current Year Operations | (54,605.96) |
| | Total Surplus & Liab | \$ (2,106,163.97) |

Read Accountant's Compilation Report

**TEWKSBURY SECTION 8 CERTIFICATE
BALANCE SHEET
DECEMBER 31, 2000**

ASSETS

| | | |
|------|--------------------------|--------------|
| | *111 Cash | |
| 1112 | *111 Andover #0220549820 | \$ 26,312.38 |
| | Total *111 Cash | \$ 26,312.38 |

| | | |
|--------|---------------------------------|--------------|
| | Account Receivables | |
| 1122 | 128 A/R Back Rent | |
| 112250 | 128.1 Allow Doubt Fraud | |
| 1125 | 122 A/R HUD | |
| 1129 | 125 A/R Other | |
| 112901 | 144 A/R Sect 8 V/P | 13,761.51 |
| 112999 | 122 A/R Host Mobility | |
| | Total Account Receivables | 13,761.51 |
| | Advances | |
| 1155 | 144 Revolving Fund | 575.68 |
| | Total Advances | 575.68 |
| | Deferred Charges | |
| 1210 | 142 Prepaid Insurance | 70.56 |
| 1211 | 142 Prepaid Retirement | 101.09 |
| 1212 | 142 Insurance Deposit | 278.00 |
| 1290 | 174 Deferred Charges | |
| | Total Deferred Charges | 449.65 |
| | Land Structures Equipment | |
| 147501 | 164 Equipment Office | 248.42 |
| 1515 | 166 Accum Depreciation | (248.42) |
| | Total Land Structures Equipment | 0.00 |
| | Total Assets | \$ 41,099.22 |

See Attached Compilation Report

**TEWKSBURY SECTION 8 CERTIFICATE
BALANCE SHEET
DECEMBER 31, 2000**

LIABILITIES

| | | |
|--------|-----------------------------|----------------|
| | Accounts Payable | |
| 2118 | 331 A/P HUD | \$ 10,740.40 |
| 2119 | 347 A/P Rev Fund | 131.32 |
| 211999 | 312 A/P Mob Clear | |
| 2135 | 321 Accrued Payroll | |
| 213501 | 322 Accrued Comp Absences | 14.56 |
| | Total Accounts Payable | \$ (10,886.28) |
| | Deferred Credits | |
| 2210 | Prepaid Annual Contrib. | 54,935.00 |
| 2215 | H.A.P.'S A/C 4715 | (25,104.00) |
| 2230 | Contra Admin Fee Account | (3,220.00) |
| 2290 | 342 Undistributed Credits | |
| 2690 | 342 Defer Credit-Bk Rent | |
| | Total Deferred Credits | 26,611.00 |
| | Equity Reac | |
| 2806 | 512 Retained Earnings | 4,843.24 |
| | Total Equity Reac | (4,843.24) |
| | HUD Surplus Memo Only | |
| 2810 | Unreserved Surplus | (2,480,620.82) |
| 2826 | Operating Reserve | |
| 2827 | Project Account Unfunded | 25,827.40 |
| 2840 | Cumulative Hud Contrib. | 2,454,793.42 |
| | Total HUD Surplus Memo Only | 0.00 |
| | Current Operations | |

| | | |
|------|---------------------------|----------------|
| 2940 | Residual Rcpts, - Deficit | (1,241.30) |
| | Total Current Operations | 1,241.30 |
| | Total Surplus & Liab. | \$ (41,099.22) |

See Attached Compilation Report

**TEWKSBURY STATE CONVENTIONAL 400-01 HOUSING
BALANCE SHEET
DECEMBER 31, 2000**

ASSETS

| | | |
|--------|--------------------------------|-----------------|
| | Cash | |
| 1111 | *111 Andover #40651163 | \$ 13,471.38 |
| 1117 | 111 Petty Cash | 25.00 |
| | Total Cash | \$ 13,496.38 |
| | Account Receivables | |
| 1122 | 126 Tenants A/R 667-C | 1,577.00 |
| 112201 | 126 Tenants A/R 705-C | 3,802.28 |
| | Total Account Receivables | 5,379.28 |
| | Advances | |
| 1155 | 144 Revolving Fund | 8,585.00 |
| | Total Advances | 8,585.00 |
| | Investments | |
| 1162 | *131 MMDT #44012870 | 529,472.06 |
| 116201 | *131 MMDT #44041556 | |
| 116202 | *131 MMDT #44229383 | |
| | Total Investments | 529,472.06 |
| | Deferred Charges | |
| 1210 | 142 Prepaid Insurance | 5,974.78 |
| 1211 | 142 Prepaid Retirement | 5,531.43 |
| 1290 | 175 Undistributed Charges | |
| | Total Deferred Charges | 11,506.21 |
| | Development Costs | |
| 1402 | Development Cost | 4,080,000.00 |
| 1403 | Less Dev Cost Liquidation | (171,000.00) |
| | Total Development Costs | 3,909,000.00 |
| | Inventory Furn/Equipment | |
| 140410 | 163 Mgmt Dwelling Equip | 80,706.79 |
| 140471 | 164 Mgmt Office Equip | 15,739.75 |
| 140472 | 164 Mgmt Maint Equip | 12,982.00 |
| 140473 | 164 Mgmt Comm Rm Equip | |
| 140477 | 164 Mgmt Auto Equip. | 67,152.77 |
| 1406 | Completed Mod Costs | 889,393.50 |
| 1407 | Closed Teller Costs | 12,439.00 |
| | Total Inventory Furn/Equipment | 1,078,413.81 |
| | Total Assets | \$ 5,555,852.74 |

See Attached Compilation Report

**TEWKSBURY STATE CONVENTIONAL 400-01 HOUSING
BALANCE SHEET
DECEMBER 31, 2000**

LIABILITY & SURPLUS

| | | |
|------|---------------------------|-----------------|
| | Account Payables | |
| 2111 | 312 A/P Other | \$ 60,000.00 |
| 2118 | 333 A/P DHCD | |
| 2119 | 347 A/P Revolving Fund | 21,682.96 |
| | Total Account Payables | \$ 81,682.96 |
| | Accrued Liabilities | |
| 2134 | 346 Accrued Liabilities | |
| 2137 | 333 Accrued Pilot | 5,500.00 |
| | Total Accrued Liabilities | 5,500.00 |
| | Deferred Credits | |
| 2290 | 342 Undistributed Credits | |
| | Total Deferred Credits | 0.00 |
| | Fixed Liabilities | |
| 2321 | Grants Issued | 3,909,000.00 |
| 2324 | Completed Mod Contrib. | 889,393.50 |
| 2325 | Notes Issued | 171,000.00 |
| 2326 | Less: Notes Retired | (171,000.00) |
| | Total Fixed Liabilities | 4,798,393.50 |
| | Surplus | |
| 2400 | Valuation Of Fixed Assets | 161,701.31 |
| 2460 | Gifts & Donations | 12,439.00 |
| 2560 | 512 Special Purpose Resv | 346,257.01 |
| 2590 | 512 Retained Earnings | 226,468.50 |
| 2700 | Net Income (Deficit) | (76,589.54) |
| | Total Surplus | 670,276.28 |
| | Total Liability & Surplus | \$ 5,555,852.74 |

See Attached Compilation Report

**TEWKSBURY 167-1 DMH DEVELOPMENT
BALANCE SHEET
DECEMBER 31, 2000**

ASSETS

| | | |
|--------|-------------------------|---------------|
| | Cash | |
| 1112 | M.M.D.T. #44041564 | \$ 32,995.45 |
| | Total Cash | \$ 32,995.45 |
| | Deferred Charges | |
| 1211 | Prepaid Retirement | 337.27 |
| | Total Deferred Charges | 337.27 |
| | Development Costs | |
| 140201 | Dev Cost Closed | 464,766.81 |
| 140250 | Inventory Equipment | 12,305.69 |
| 1410 | Development Cost | |
| | Total Development Costs | 447,072.50 |
| | Total Assets | \$ 510,405.22 |

LIABILITY & SURPLUS

| | | |
|------|-----------------------|-------------|
| | Account Payable | |
| 2119 | Revolving Fund | \$ 3,792.22 |
| | Total Account Payable | \$ 3,792.22 |

| | | | |
|------|---------------------------|------------|---------------|
| 2320 | Fixed Liabilities | | |
| | Grants Issued | 464,766.81 | |
| | Total Fixed Liabilities | | 464,766.81 |
| | Surplus | | |
| 2400 | Valuation Fixed Assets | 12,305.69 | |
| 2590 | Operating Reserve | 32,033.53 | |
| 2700 | Net Income (Deficit) | (2,493.03) | |
| | Total Surplus | | 41,846.19 |
| | Total Liability & Surplus | | \$ 510,405.22 |

See Attached Compilation Report

**TEWKSBURY 167-1 DMII DEVELOPMENT
BALANCE SHEET
SUBSIDIARY SCHEDULE
DECEMBER 31, 2000**

| | Current | Balance |
|--------|--------------------------|----------------------|
| 140250 | Inventory Equipment | |
| 140410 | 1465.1 Dwelling Equip | |
| 140471 | 1475.1 Mgmt Office Equip | \$ 345.69 |
| 140472 | 1475.2 Mgmt Maint Equip | 9,998.00 |
| 140473 | 1475.3 Comm Room Equip | |
| 140477 | 1475.7 Mgmt Auto Equip | 1,962.00 |
| | Total | \$ 0.00 \$ 12,305.69 |

See Attached Compilation Report

**TEWKSBURY SECTION 8 VOUCHER
BALANCE SHEET
DECEMBER 31, 2000**

ASSETS

| | | | |
|--------|---------------------------|---------------|---------------|
| * 111 | Cash | | |
| 1112 | Andover Bank #0220549765 | \$ 148,528.96 | |
| | Total *111 Cash | | \$ 148,528.96 |
| | Account Receivables | | |
| 1122 | 128 A/R Back Rents | | |
| 112201 | 128.1 Allow Doubt Fraud | (7,251.68) | |
| 1125 | 122 A/R HUD | | |
| 1129 | 125 A/R Other | | |
| 112999 | 128/125 A/R Mob & Fraud | 8,687.68 | |
| 1130 | 126.2 Allow Doubt Other | | |
| | Total Account Receivables | | 1,436.00 |
| | Advances | | |
| 1155 | 144 Revolving Fund | | |
| | Total Advances | | 0.00 |
| | Deferred Charges | | |
| 1210 | 142 Prepaid Insurance | 1,105.14 | |
| 1211 | 142 Prepaid Retirement | 1,289.04 | |
| 1212 | 142 Insurance Deposit | 509.00 | |
| 1290 | 174 Deferred Charges | | |
| | Total Deferred Charges | | 2,903.18 |
| | Land Structures Equipment | | |
| 147501 | 164 Equipment Office | 952.74 | |
| 1515 | 166 Accum Depreciation | (952.74) | |

| | |
|---------------------------------|---------------|
| Total Land Structures Equipment | 0.00 |
| Total Assets | \$ 152,868.14 |

See Attached Compilation Report

**TEWKSBURY SECTION 8 VOUCHER
BALANCE SHEET
DECEMBER 31, 2000**

LIABILITIES

| | | | |
|--------|-----------------------------|----------------|----------------|
| | Accounts Payable | | |
| 2111 | 312 A/P Other | | |
| 2118 | 331 A/P HUD | \$ 20,009.54 | |
| 2119 | 347 A/P Rev Fund | 12,196.05 | |
| 211998 | 347 A/P Sect 8 Cert | 13,761.51 | |
| 211999 | 312 A/P Mob Clear A/C | | |
| 2135 | 321 Accrued Payroll | | |
| 213501 | 322 Accrued Comp Absences | 74.95 | |
| | Total Accounts Payable | | \$ (46,042.05) |
| | Deferred Credits | | |
| 2210 | Prepaid Annual Contrib. | 358,585.00 | |
| 2215 | Haps A/C # 4715 | (261,601.86) | |
| 2230 | Contra Admin Fee Account | (28,060.00) | |
| 2290 | 342 Undistributed Credits | | |
| 2690 | 342 Defer Credit-Bk Rent | 8,687.68 | |
| 269001 | 312 Contra Back Rent | (7,251.68) | |
| | Total Deferred Credits | | 70,359.14 |
| | Equity Reac | | |
| 2806 | 512 Retained Earnings | 39,458.80 | |
| | Total Equity Reac | | (39,458.80) |
| | HUD Surplus Memo Only | | |
| 2810 | Unreserved Surplus | (4,813,013.38) | |
| 2826 | Operating Reserve | | |
| 2827 | Project Account Unfunded | 210,002.54 | |
| 2840 | Cumulative HUD Contrib. | 4,603,010.84 | |
| | Total HUD Surplus Memo Only | | 0.00 |
| | Current Operations | | |
| 2940 | Residual Rpts, - Deficit | (2,991.85) | |
| | Total Current Operations | | (2,991.85) |
| | Total Surplus & Liab. | | \$ 152,868.14 |

See Attached Compilation Report

**TEWKSBURY 689-1 GERRY DEVELOPMENT
BALANCE SHEET
DECEMBER 31, 2000**

ASSETS

| | | | |
|------|------------------------|--------------|--------------|
| | Cash | | |
| 1112 | M.M.D.T.#44223469 | \$ 52,113.38 | |
| | Total Cash | | \$ 52,113.38 |
| | Deferred Charges | | |
| 1211 | Prepaid Retirement | 318.26 | |
| | Total Deferred Charges | | 318.26 |

| | | |
|-------------------------|---------------------|---------------|
| Development Costs | | |
| 140201 | Dev Cost Closed | 559,673.76 |
| 140250 | Inventory Equipment | 2,369.99 |
| Total Development Costs | | 562,043.75 |
| Total Assets | | \$ 614,475.39 |

LIABILITY & SURPLUS

| | | |
|---------------------------|------------------------------------|---------------|
| 2119 | Account Payable Revolving Fund | \$ (2,954.77) |
| Total Account Payable | | \$ (2,954.77) |
| 2320 | Fixed Liabilities Grants Issued | 559,673.76 |
| Total Fixed Liabilities | | 559,673.76 |
| Surplus | | |
| 2400 | Valuation Fixed Assets | 2,369.99 |
| 2460 | Gifts & Donations | 2,022.52 |
| 2590 | Operating Reserve | 49,754.91 |
| 2700 | Net Income (Deficit) | 3,608.98 |
| Total Surplus | | 57,756.40 |
| Total Liability & Surplus | | \$ 614,475.39 |

See Attached Compilation Report

TEWKSBURY 689-1 GERRY DEVELOPMENT BALANCE SHEET SUBSIDIARY SCHEDULE DECEMBER 31, 2000

| | <u>Current</u> | <u>Balance</u> |
|--------|--------------------------|---------------------|
| 140250 | Inventory Equipment | |
| 140410 | 1465.1 Dwelling Equip | |
| 140471 | 1475.1 Mgmt Office Equip | \$ 407.99 |
| 140472 | 1475.2 Mgmt Maint Equip | |
| 140473 | 1475.3 Comm Room Equip | |
| 140477 | 1475.7 Mgmt Auto Equip | 1,962.00 |
| Total | | \$ 0.00 \$ 2,369.99 |

See Attached Compilation Report

TEWKSBURY 689-2 DMR DEVELOPMENT BALANCE SHEET DECEMBER 31, 2000

ASSETS

| | | |
|-------------------------|--|--------------|
| 1112 | Cash M.M.D.T. #44223550 | \$ 56,995.47 |
| Total Cash | | \$ 56,995.47 |
| 1211 | Deferred Charges Prepaid Retirement | 318.22 |
| Total Deferred Charges | | 318.22 |
| Development Costs | | |
| 140201 | Dev Cost Closed | 547,955.50 |
| 140250 | Inventory Equipment | 2,307.69 |
| Total Development Costs | | 550,263.19 |

Total Assets \$ 607,576.88

LIABILITY & SURPLUS

| | | |
|---------------------------|------------------------------------|---------------|
| 2119 | Account Payable Revolving Fund | \$ (6,561.00) |
| Total Account Payable | | \$ (6,561.00) |
| 2320 | Fixed Liabilities Grants Issued | 547,955.50 |
| Total Fixed Liabilities | | 547,955.50 |
| Surplus | | |
| 2400 | Valuation Fixed Assets | 2,307.69 |
| 2590 | Operating Reserve | 55,374.97 |
| 2700 | Net Income (Deficit) | 8,499.72 |
| Total Surplus | | 66,182.38 |
| Total Liability & Surplus | | \$ 607,576.88 |

See Attached Compilation Report

TEWKSBURY 689-2 DMR DEVELOPMENT BALANCE SHEET SUBSIDIARY SCHEDULE DECEMBER 31, 2000

| | <u>Current</u> | <u>Balance</u> |
|--------|--------------------------|---------------------|
| 140250 | Inventory Equipment | |
| 140471 | 1475.1 Mgmt Office Equip | \$ 345.69 |
| 140472 | 1475.2 Mgmt Maint Equip | |
| 140473 | 1475.3 Comm Room Equip | |
| 140477 | 1475.7 Mgmt Auto Equip | 1,962.00 |
| Total | | \$ 0.00 \$ 2,307.69 |

See Attached Compilation Report

Computer Services

Y2K arrived in Tewksbury with little effect on the computer infrastructure. During rollover weekend, all departments chartered to monitor their buildings and any effect on services, did so and then provided reports and status in a timely manner. Computer Services was then able to provide the Town status to MEMA as requested on schedule. In addition, February 29 and December 31 passed with no major Y2K issues. Any Y2K issues were very minor in nature and related to report generations only and correctable. Thanks to all Town departments for their support and patience during the Y2K process.

The MUNIS project dominates the schedule of Computer Services this past year. On January 1st, the Payroll module went "live" and replaced the old Wang application. Tax Administration, Excise Tax, and Utility Billing have been installed and are now in "live" use. Besides attending training classes, Computer Services has generated many user and procedure documents. New procedures have been put in place for backups, application upgrades, system support, bank

transmissions, MV commitment loading, e-mail of Tax & Water data for outside bill printing, and requests for changes and enhancements.

Computer Services continues to be the publication group for the Town. Projects include: Annual Town Report, Town Meeting Warrant, all Special Town Warrants, and Town Newsletter. In addition, the department continues to produce departmental business cards on request, to scan forms and produce Word templates or documents, to provide calendars for the Town Manager Warrant planning and the Recycle Committee, and to provide service to transpose paper documents to Word or Excel format. A special project this year was to convert the new Zoning By-Law document and subsequent updates into MS Word for use by the Planning Department.

With the Auditors Office, the Assessors Office, and the Treasurer/Collectors & Water Billing Office, the Computer Services department moved to the newly renovated Town Hall Annex (old Patten Library). The move of all servers and user computer equipment went flawlessly and the new space provides an exciting working environment.

The Town I-Net (Institutional Network) build is moving toward total completion. All departments within the DPW, Police, Town Hall and Town Hall Annex buildings are attached to the Town Servers. I-Net modems have been installed at the Central Fire, Library, Recreation, and Senior Center buildings and users are scheduled to be attached shortly to the network. A project was created to select a vendor to provide e-mail, firewall, and Internet access to users in each department on a Town-wide basis through the I-Net. MCN and MEC, two State vendors, are being evaluated with site visits and customer visits being scheduled.

Computer Services continues; to either directly support the main town application systems (Financial, Treasurer, Assessor) or provide consulting services for other applications (Police, Building, DPW); to provide additional individual user training on PC application use; to maintain and procure additional computer equipment; to provide Help Desk support; to provide consulting support on a variety of computer related issues and projects; to attend seminars and training classes to maintain and increase our knowledge level; to evaluate new hardware (SnapServer) and software (PartionMagic, GHOST, Percuity Asset); and to attend User Group and professional meetings (MUNIS, VISION, MGISA).

Respectively submitted,
Stephen M. Hattori
MIS Director

COMMUNITY ACTIVITIES

Tewksbury Public Library

*Council on Aging
Recycling Committee*

Recreation Department

Tewksbury Public Library



Board of Library Trustees: 2000-2001

| | |
|----------------------------------|-------------------|
| Kevin Comtois | Maureen P. Kelley |
| Marjorie A. Conlon | Mary MacDonald |
| Carol A. Hazel | Eileen McDonagh |
| Patricia Qua, Chairman, deceased | |

Since March 1999, when the doors first opened on the new Tewksbury Public Library, we have been overwhelmed and deeply gratified by the positive response with which the new library has been received. The most frequently heard comments concern the 6,000 square foot Children's Room, the four meeting rooms, individual study rooms, and the general air of quiet and peacefulness throughout the building. Meeting rooms designed for use by community groups have been heavily used since the library's opening: in the first full year of operation, more than one thousand meetings of various sizes were held at this facility which is being used as it was intended, as a community center. Individual study rooms are popular for tutoring and small gatherings as well as for silent study.

Of course, we continue to field questions about the size of the new building, which seems enormous, compared to the Patten Library. The new public library has been designed to serve Tewksbury's population growth for the next twenty years, with flexibility built in to adapt to changing technology. The

twenty-year planning requirement was a requirement of our grant funding. The additional space takes into account the requirements of the Americans with Disabilities Act, with wider book stack aisles, fully accessible rest rooms, and many other features.

With more room to display our previous densely crowded collection of books, videos, audio tapes and other resources, more residents than ever have begun to use the library, pleased to discover the wealth of resources available. Circulation of library materials increased by more than 20% from 1999 to 2000. This increase is in addition to the spectacular rise in use of the library during its first year of operation.

Many residents have commented on the community-oriented features of the new building, including display space and lighted exhibit cabinets to showcase a wide spectrum of local artists' works. Exhibits change monthly. Local residents seeking more information about display are welcome to call the library.

Generous increases in our book budget have allowed us to implement improvements in our collections of print, non-print and electronic resources. Electronic resources are a hallmark of our library, and our Internet stations and other on-line information services have enjoyed a high level of use.

Tewksbury's public library is one of thirty members of the Merrimack Valley Library Consortium. In December 2000, the MVLC upgraded its database server and operating systems, to bring a more user-friendly, Web-based catalog to library users. While we are still in the processing of de-bugging the new system, preliminary reports from library users are positive. The on-line catalog, which can be accessed from any personal computer, will be much easier to navigate. For the first time, library users will be able to place their own reserve requests on books and to view their accounts.

We extend our deepest appreciation to the many people who have shared our vision and our commitment to bring up-to-date technology and library services to a new generation of Tewksbury residents. Most especially, we owe a debt of gratitude to the Library Trustees who went before us and who, through their diligent stewardship, preserved the Fairgrieve Trust Fund, which became the cornerstone of funding for the new building.

We also extend our heart-felt thanks to the Friends of the Library, whose diligent efforts have created the Library's Endowment Fund.

The trustees have worked for the past several years revising policies in accordance with the expanded plan of service that the new facilities will allow us to implement. Services will continue to evolve as new staff positions are added. Our long-range planning process will continue to provide the strategic and tactical guidelines for providing optimum services and resources for the Town's residents.

We appreciate the efforts of all members of the library staff who are responsible for the actual delivery of library services.

| | |
|------------------------------|---------------------|
| Library Director | Elisabeth Desmarais |
| Assistant Director | Fran Moore |
| Reference/YA Librarian | Elizabeth Berlik |
| Technical Services Librarian | Peggy Hassett |
| Children's Librarian | Judi Segur |
| Children's Specialist | Pat Powers |
| Technology Specialist | Joyce Salvato |
| Executive Secretary | Mary Toombs |
| Administrative Secretary | Rose Titus |

and the members of our support staff:

| | |
|----------------|-----------------|
| Judy Bangs | Gina Hickford |
| Marilyn Fowler | Gail Holland |
| Karen Grasso | Mary Kutcher |
| Elinor Haines | Jennifer Newton |
| Joanne Toppin | |

Our front desk employees are our greatest source of strength. We deeply appreciate their unflagging devotion to their jobs and their enthusiastic promotion of books and reading.

Patrick Carey and John Crowe provide custodial and maintenance services at the public library. In addition to our full-time staff, we would like to express our appreciation to our temporary employees who fill in on short notice, and to our high school pages.

The Library Trustees invite local residents to attend our monthly meetings. At these meetings, the six elected Trustees deal with policies and goals for the library. The trustees encourage local residents who have not yet visited the new library to stop in for a visit and to make use of its collections, services and special programs

At A Glance

Library Hours:

| | |
|-------------------|-----------------|
| Monday - Thursday | 9 a.m. - 9 p.m. |
| Friday & Saturday | 9 a.m. - 5 p.m. |

| | |
|---|-----------|
| FY 2000 total expenditures | \$750,575 |
| State Aid received | \$39,925 |
| Spent on books & other materials | \$108,770 |
| Collection size (books, videos, audios) | 64,000 |
| Number of registered borrowers | 22,450 |
| Number of items checked out in 2000 | 161,500 |
| Reference questions answered | 15,000 |

Council On Aging

With each year comes the task of reporting the activities and programs under the department of the Council on Aging (COA) in a concise and brief passage...and, each year this gets more difficult. During 2000 the staff has begun to work on a COA information brochure which will be sent to each household in Tewksbury by mid Spring of 2001 along with a needs assessment survey. The Council is in hopes that this will help the Town's people better understand the COA's role in local government and at the same time solicit input and a good response to the survey.

During the average week at the Senior Center there are 54 services and programs offered. Two to three classes and activities are held simultaneously throughout the day. The demand for additional programs is present. However, the lack of space is our biggest dilemma.

New programs this year were: an additional quilting class; Tai Chi exercise classes; Yoga class and an indoor light exercise and walking class.

Professional Service costs for classes and clinics were approximately \$19,870. The Town appropriation for these services was \$6,000 representing 30% of the costs. Our Seniors contributed the remaining 70% of fees. The following is a list of paid professional instructors and the services they have provided:

- Eileen Griffin, 3 oil painting classes per week
- Rupert Stangroom, wood carving class
- Diane Fay, 3 quilting classes per week
- Shirley Oremland - Seasonal water painting
- Sandra Vanni - Country Western Dance
- Pat Dumont - Yoga class
- Nancy Duffey - 3 exercise classes
- William Barron - Tai Chi class
- Valarie Borgal - Sign Language class & drawing
- Beverly Enos - Japanese Bunka Embroidery class

Volunteer Instructors are:

- Rita Richardson - Tap Dance class
- Eleanor Corey - Traditional Embroidery
- Joe LaBella - Light exercise and walking class
- Angella Callahan - Diabetes Support Group Leader

During the year there were 15,250 congregate meals served at the Senior Center and 8,840 meals on wheels (MOW)

delivered to shut-ins by the Merrimack Valley Nutrition Project. The COA works in cooperation with the following people who work for the Project: (The estimated cost of the Project's "in kind" contribution is \$21,959)

- Shirley Lambert, Site Coordinator
- Bella Purcell, fill in Site Coordinator
- Bernice Sprague, fill in Site Coordinator
- Walter Bradford, Bernie Shea, Ralph Donnelly and Jeannette Fergerson, MOW Drivers

The COA also works in cooperation with the following professionals on site at the Senior Center:

- Board of Health Public Nurse, Virginia Desmond, RN/NP - conducts office hours on Tuesday and Wednesday afternoons and all day Thursdays; conducts monthly educational seminars and clinics.
- Lowell Visiting Nurse Association Nurse, Charlene Mascato, RN - conducts weekly blood pressure clinic and monthly blood sugar testing.
- Podiatrist, Dr. Timothy Smith - conducts 5 clinics per year at the Senior Center

The following people work under the direction of the COA but fall under the auspice of the noted entities:

- Phyllis Henderson, SHINE Counselor/Elder Services of the Merrimack Valley (ESMV) - informs the elderly on matters of supplemental health insurance
- Herbert vanHogezand, John Kelliher and John Coleman: Tax Assistants/ESMV - Assist elderly with tax returns (115 people were served in 2000)
- Rosalie MacGloughlin and Bernice Lynch, Senior Companions/Community Teamwork, Inc. - Visit and do errands for the frail and shut-ins.

During the year there were: 32 day trips held; 9 dinner/dance socials; 11 seminars; an art show and craft fair; several garden club lectures along with other special events and a volunteer event. The approximate cost of these miscellaneous events was that of \$89,140. The COA Transportation/Entertainment account supported 15.7% of the cost while 84.3% was supported by the Seniors themselves. Not included in these figures are the volunteers who help support the COA programs and activities. It has been calculated that 18,209 volunteer hours have been contributed representing a dollar figure of approximately \$148,208 (at a minimum rate of \$6 per hour). Some of the volunteer Activity Supervisors helping in these areas are:

- Whist - Alice Carroll;
- Cribbage - Norman DeMarais and Jim Trites;
- Grafts - Grace Iandolo;
- Cootie - Kay Maher and Nancy Criswold;
- Bingo - Rita Brousseau, Bill Ewen, Frances Senneville, Carolyn French and Bernice Sprague;
- Wal*Mart Bingo - Bill & Mary Ann Wareham and Lucy LaBella;
- Trip Leaders - Dee Kerr, Lorene Patch and Barbara Rich;
- Bocci - Joe Santoro;
- Bowling - Phyllis White;

- Softball Coaches and Assistants - Frank Groom, Don Fougere, Don Driscoll, Bill Cavahlo and Jim Mendonca;
- Walking Program/Tewksbury Hospital - Joe LaBella, Stan Geddes and Bill Richardson;
- Front Desk Receptionist - Grace Iandolo, Mary Ann Wareham, Carolyn French, Delores DiPerna; Mary Bova, Ann Grant, Alice Carroll, Alice MacLaren, Kay Maher, Bella Purcell, Phyllis Gibson, Betty Burns, Mary Beattie, Rita Quinn, Rose McKenna and Joyce Corcoran.

Working in cooperation with and under the auspices of the Friends of the Elderly, Inc. our Seniors continue to conduct events to raise funds for the expansion of the Senior Center. This year there were 3 yard sales, 5 breakfast benefits, an annual auction and golf tournament and the ever growing "Tree of Life" project. The Seniors have just passed the \$100,000 point. Our volunteer fund raiser, Mary Ann Wareham, does the major work on two very successful projects: The Annual Auction which in 2001 will be held on Friday, May 4th; and, the Annual "Golf Connection...Connecting Generations" Tournament which in 2001 will be held at the Indian Ridge Country Club on Monday, September 10th. Mrs. Wareham also coordinates the Tewksbury SERVE Program which services residents of all ages in Tewksbury and surrounding towns. The SERVE program helps people stretch their food dollars each month by offering a quality food package at a low price. The only qualifications are the cost of the package and two hours of community volunteer work each month.

Additional Volunteers who help in these endeavors and the activities at the Senior Center are: Barbara Allison, Barbara Daley, Anna Kemp, Ann Willis, Olive Todd, Marion Sheridan, Gloria Galinis, Gerry and Mary Lou Cristofells, Marion Driscoll, Ruth Fortier, Fre vanHogezand, Kevin and Kathie Anderson, Lisa DiGiorgio, John O'Connor Greg Peters, Sandra Shaw and sons, Helen Downs, Peg Keefe, Allie Casazza, Bob and Marie Mann, Robert Mann, Bill and Linda Wareham, Marie Durgan, Helen Earle, Arlene Wright, Betty Carter, Helen Hair, Rita Geddes, Kay Collins, Madeline O'Hearn, Virginia Cogan, Sam and Thelma Wilkie, Dot Kapust, Claire LeBel, Muriel Gifford, Bill and Nancy McDevitt, Lenny and Betty Spadafora, Muriel Coleman, Olga Benson, Kathy Lane, Ora Maxwell, Marie Maloney, Millie Mendonca, Pauline Cote, Trimmer Newell, Frank Grazulis, Helen Ellsworth, Rose McCaffey, Margaret Musto, Bob Maher, Jeanne Harrington, Joe and Dot Comier, Ernie Lorenz, Ralph Conserva, Ray LaFortune, Verna LeFave, Millie O'Callaghan, George Kofas, Ann Frietas, Fred and Barbara Baldwin, Peg Perras, John and Sheila Nelson, Karen Poisson, Bob and Lisa Jones, Beverley Jones, Richie Desmond, Susan Gilbert, George Hazel and the many businesses, community organizations and residents who support our events and programs. Hopefully, we have not overlooked too many people in the above listings.

Two breakfast events each year are specifically for community organizations. Both realized \$1300 which the Seniors donated

to the Tewksbury Hospital Patients Van Fund and to the Youth Group that traveled to Rome this summer.

Additional services rendered by the Council on Aging during the year which have not been included in the report thus far are:

- Fuel Assistant Intakes for Seniors
- Food Stamp Intakes
- Assistance with: housing, pharmacy and tax abatement applications
- Assistance with transportation to Boston and other locations not covered by the LRTA Road Runner Service
- Supervision of College Interns at the Senior Center
- Grant Writing
- Local weekly newspaper columns
- State MEMA Project
- Intergenerational programs with local schools, scout organizations and religious groups
- Interaction with: Homecare Agencies; Local and Regional Hospitals and Rehabilitation Centers, Case Managers, Social Workers, Home Aide Workers, Doctors, Alzheimers Associations, Legislators, Churches, the Media, the Food Pantry, Research Institutes, Oncology Departments, Elder Abuse and Substance Abuse Agencies, Cultural Institutes, Area Agencies on Aging, the Executive Office of Elder Affairs and all Town departments
- Participate in Town Patriotic and Homecoming Activities
- Participate as a member of Aging Agency Boards
- Assist Families of our elderly
- Provide Resources, Referrals and Follow up calls
- Work in cooperation with the Town Clerk during elections
- Work with the Civil Defense regarding the Senior Center Emergency Shelter Site
- Carry out all the administrative duties of the Council on Aging Department
- Provide physical and emotional support for our elderly residents

This lengthy report is intended to inform our residents of the many workers and the work done by the department on Aging as well as point out the fact that although the Council on Aging is viewed as a small department...it is in actuality a very large department.

On behalf of the Council on Aging, many thanks are extended to all of you. Your assistance in the everyday operations of the Council and in serving the elderly of Tewksbury is very much appreciated. The Council's goal is to enhance the lives of our elderly through education, healthy and stimulating activities and referrals to resources aimed to strengthen the possibilities of independent living. Your continued support enables the Council to continue in its successes; and, will afford it the opportunity to serve the community as best it can in 2001.

The Tewksbury Senior Center is open Monday-Friday from 8:00 a.m. to 4:00 p.m.; the second and fourth Tuesday evenings of the month from 7:00 to 9:00 p.m. and other occasional evenings and weekends. The telephone number is 640-4480.

Respectfully submitted:
Linda R Brabant, Director

Council on Aging Members

COA Chairman Appointees:

Susan A. Sullivan, Chairperson
Dr. Joanne Aldrich, Vice
Chairperson
Attorney Robert Scarano, Clerk
Warren Hupper
Phyllis Gibson
Joel Deputat

Selectmen Appointees:

Bernice Sprague, Treasurer
Ellen (Peg) Keefe
Norman DeMarais
James Mendonca
Frank Criscitello

Council on Aging Staff:

Linda Ricardo-Brabant, Director
Carol A. Hazel, Senior Confidential Secretary/Administrative Secretary
Lawrence Gilbert, Building Maintenance Person

Recreation Department

LIVINGSTON STREET

Two thousand was a very productive year. Three hundred and seventy-five children registered for the summer program, with an average daily attendance of 221.

Many new programs and activities took place along with the old time favorites. Some of the new activities included Duck Tours, Franklin Park Zoo, and Fleet Center. Of course we still went to Roller Kingdom, Rock-Climbing, Canobie Lake, Water Country, Good Times Arcade, Cosmic Bowling, and our weekly trips to the movies. Officer Sheehan of the Tewksbury Police Department provided a police dog show and the children were able to meet Police Dog Xiro.

Again the talent show was the summer highlight. There wasn't a single case of stage fright and the talent that was shown by the children was unbelievable.

The year ended with a field day and cookout. A DJ provided music, which was attended by all three camps. New this year were large rides, games and even temporary tattoos.

It is our hope to continuously improve programs to offer the participants a variety of fun and safe activities. This past summer we extended our hours to assist the working parents. The summer camp ran 9:00 to 2:00 and the extended day program ran from 2:00 to 5:00. This year we would like to extend the camp from 6 weeks to 8 weeks.

A Junior Golf clinic was also held this summer for children ages 5-11. A series of mini camps ran from July to August. A travel team was also offered for children ages 12-17. Participants had to qualify on Tuesdays in order to play on Mondays on a different course. There was a tournament in late August, which was a complete success with about 100 children participating. This year we hope to include archery, rope climbing, and skate boards.

HEATH BROOK PROGRAM

The Heath Brook Program provides two, three week sessions for 100 children per session, ages 5 to 6. The children participated in field trips, which included Canobie Lake, a petting zoo, and weekly trips to the movies. This year we are going to include 4 year olds.

Fridays were entertainment day. Various children's entertainers were invited to the school to perform. Arts and crafts, outside games, water games, and playground time are all intrinsic parts of the program. The program was again a success.

SCHOOL VACATION

We were busy during February, April and December vacations. Children ages 7-14 participated in a variety of field trips sponsored by the Recreation Department. Trips included Good Times Arcade, rock climbing, Fleet Center, Roller Kingdom, Cosmic Bowling and Skiing to name a few. Over 400 children took part. Fun was had by all, children and chaperones alike.

NEW EXTENDED DAY PROGRAM

This summer the extended day ran in conjunction with the summer program at Livingston Street. We have now added an extended day program during school vacations. The program runs from 8:00 AM to 5:00 PM to help working parents during vacation period. The program is held at the Teen Center on Livingston Street Monday through Friday at a minimum cost to families.

CAMP POHELO

The Exceptional Children's Program provides recreational opportunities to Tewksbury residents age three to twenty-one who have an active I.E.P. Sixty-four children took part in a six-week summer day camp and an eight-week bowling program on Saturdays from December to February. The children are transported by school bus. No fee is charged for participation.

The summer camp at the Loella Dewing School runs from 9 to 2. The children participate in a variety of activities including games, athletics, arts and crafts, and swim sessions at the Shawsheen Tech. There were field trips to the North Shore Music Theater, Roller Kingdom, Franklin Park Zoo, New England Aquarium, and the movies.

TEEN CENTER

The Teen Center is open 5 days a week Monday, Tuesday, and Thursday 2:00 PM to 7:00 PM, Friday from 2:00 PM to 10:00 PM and on Saturday from 6:00 PM to 10:00 PM. We have

found these to be the best hours to open for the Teens and for getting volunteer help which we are always looking for.

The Teen Center installed a card entry system, which works as a pass card for tracking Teens coming and leaving the Center. This was paid for with monies raised by our annual fundraiser the Haunted House and Hayride. Also the snack bar has been reconstructed with new drainage, walls, floor, and heat which was also paid for with fundraising money. This year we purchased a DVD player, surround sound and a new stereo system. We have also added three new TVs so the teens can play the new Nintendo 64 system, Playstation system and Playstation 2 system.

This year the Teen Center had another car wash with all the proceeds donated to the fire department for the Thermal Imaging Camera.

Our attendance is still about 30 during the week and about 70 on the weekends.

The Teen Center also went on field trips to Cosmic Bowling, and Skiing.

ADULT RECREATION

We have tried to increase our programs for the adults. This year we offered three trips to Foxwoods plus a golf and gamble trip to Foxwoods. Keep an eye out for more adult trips in the future.

BASKETBALL AREA

The new basketball area will be completed by July 1, 2001. The area will consist of 2 full size tennis courts, 2 full size basketball courts, and a 241 ft. by 50 ft. skate park. The area will be finished off with new lighting and fencing.

Our plan is to be able to offer tennis lessons plus bring back the Adult basketball league and start a youth league. We would like to have 3 on 3-basketball competition and skateboard competition as well.

RECREATION DEPARTMENT

- 1) Showcase Cinema Discount Tickets (Lowell, Lawrence, and Woburn) \$6.00
- 2) Disney World Discount Tickets
- 3) BJ's Discount Tickets
- 4) Bush Gardens Discount Tickets
- 5) Sea World Discount Tickets
- 6) Sesame Place Discount Tickets
- 7) Nashoba Valley Ski Area Discount Tickets
- 8) Town Hats, T-shirts and Sweatshirts on sale

SUMMARY

We had a wonderful year, with many opportunities for growth and new successes for the Recreation Department. We look forward to continuous success and expanded services in the year ahead.

Roy Patterson
Recreation Department

Recycling Committee

2000 was a very exciting and productive year for the Tewksbury Recycling Committee.

1. *Calendars*

Your recycling calendar is sent to you courtesy of the Recycling Committee.

2. *Environmental Day*

On May 20 and October 17, environmental recycling days were held at the DPW. Metals, car batteries, oil, hazardous waste, propane tanks, TV's, computers, and air conditioners were 'collected'. Both days were considered a success with an average participation of three hundred and fifty cars each day.

3. *Tidy-Up Tewksbury Day*

On Saturday, September 30, the Tewksbury Recycling Committee held its second annual Tidy-Up Tewksbury Day. Town residents turned out to help clean up the old cemetery and roadsides at the junction of Shawsheen Street and Main Street. Our turn out this year exceeded last year, with many students coming from the John Wynn Middle School, the Tewksbury Memorial High School, local Boy Scout groups, and some adults. Also present were local environmental groups from Lowell.

4. *Commingling*

In our second year of commingling, our rate for recyclables has increased. Congratulations, Tewksbury! Keep up the good work.

5. *Local Schools*

The Tewksbury Recycling Committee has established a recycling program within each school in Town. This is the beginning of its second year in progress, and the program is considered a complete success.

6. *Homecoming*

The Committee had a booth at Homecoming Weekend this fall. Recycling calendars and other environmental literature was distributed. Also, products made from recyclable material was on display.

7. *Festival of Lights*

At the festival of lights, the Committee had its own tree in the town library decorated with recycled material. The living tree will be donated to a public facility.

8. *Videos*

New videos were purchased concerning a variety of environmental issues. These videos will be shown periodically on our local access channels.

9. *Scholarships*

The Tewksbury Recycling Committee was able to offer our first scholarship award to a Tewksbury student. This year our award went to a student from Shawsheen Tech. Students who are interested in pursuing a career within the scientific fields are encouraged to apply for this award.

The items above are just some of the things the Tewksbury Recycling Committee has done in the past year. For 2001, the Committee already has many projects in the works including arranging for used books to be donated to Third World countries, continuing with monthly articles in local papers, coordinating with Town Hall to implement a program to help rid our households of Mercury, and preparing educational assistance in the field of recycling for local schools. The Committee thanks the residents of Tewksbury for their help and continual support for recycling in our community.

HEALTH AND SAFETY

*Board of Health
RAD Classes*

*Building Department
Fire Department*

*Police Department
Public Works*

Board of Health

Mission Statement: To protect the public and environmental health through health promotion initiatives, advising residents and businesses in compliance matters, and through fair and appropriate enforcement of local, state, and federal public health rules, regulations, bylaws, and laws.

The Board of Health hereby submits the following activity report for the year 2000:

Strategic Planning

- The office coordinates two regular household hazardous waste collection events annually, in cooperation with the Recycling Committee's Environmental Day.
- The Board routinely reviews and revises its regulations, depending on the needs of the community. During the year, regulations concerning body piercing and toilet availability in restaurants were adopted, and the Board revised regulations concerning fee schedules, septic systems, and garbage collection.
- Participation in the regional emergency response program continues, with agreements made to offer mutual aid as required.
- Standard operating procedures are being developed with the assistance of a Boston University student.

Community Health Services

- Monthly education sessions are held at the Senior Drop-in Center, with Public Health Nurse Virginia Desmond, NP, the featured speaker.
- Mrs. Desmond has developed a walking group at the Senior Center, which encourages routine exercise there.
- The office continues to offer free flu clinics in the fall to Seniors and others at risk of complications from the flu. This year, due to supply problems, clinics were held about 6 weeks later than usual, causing many scheduling problems for the staff.

Tobacco Control

- The program has concentrated on merchant education as it relates to sale of tobacco products to minors.
- Compliance checks are conducted routinely to ensure that merchants are not selling tobacco products to minors.

While we had one extremely poor compliance check, the vast majority have been fine, with the last one in 2000 showing a 100% compliance rate in checking ID's.

- Program staff have opened a Tewksbury office at 1501 Main Street, and are working with different organizations on tobacco related issues.

Septic Systems

- All Title 5 inspections generated in town are filed with the Board of Health. All of those reports are reviewed for completeness, and those noted as failures are followed up.
- All system work is permitted and inspected by the Board staff; this review work takes a majority of the staff time.
- Property transactions are routinely monitored to ensure proper system inspection.

Permit Activities

- The state has adopted new food code regulations, meaning that both the staff and operators are learning the new requirements. Food inspections have been fewer this year as all get used to the new code.
- Over 600 permits were issued this year in 18 categories (see the following report).

Animal Control Activities

- West Nile Virus became a reality this year as mosquitoes and crows brought the disease from the New York metropolitan area. Dead crows with the virus were found in Tewksbury, but there were no human cases.
- The state legislature revised a law concerning the control of beavers, and thrust upon local Boards of Health the responsibility of assisting homeowners in dealing with those dams. The office has investigated roughly 6 beaver dams, and has issued temporary permits to breach or trap once.
- The office continues to license all domestic livestock in town. These permit numbers continue to decline as the population increases, but complaints about the existing animals increase due to the increased population.

Rocco Landfill

- The landfill continues to be assessed by the state and federal environmental offices, with the USEPA considering the site as a potential Superfund Site.
- The potential listing as a Superfund Site has brought private companies that could be potentially responsible

parties to the table to discuss cleanup and closure activities.

The staff has worked with the Wilmington Board of Health to administer a grant received by that agency to educate property owners of the conditions in that area. A final working document will be available in mid 2001.

General Services

Environmental Complaints – The staff routinely investigate all complaints, ranging from septic system failures, to odors, to concerns about illegal dumping. The goal is to at least investigate the complaint within one working day of its receipt, but follow up and compliance verification often take longer.

Enforcement Activities – The office filed court action in Housing Court on several occasions, mainly due to failed septic systems; all issues are either ongoing or were settled before an appearance before a judge was needed. Also, considerable time was spent in enforcement of state regulations concerning the operation of summer camps, with one camp ordered closed for violations.

Hazardous Materials – The office continues to respond to emergency spills when the fire department requests assistance. In addition, the office has worked with the municipal departments in an effort to ensure town compliance with state and federal reporting requirements.

Conclusion

The year 2000 was an extremely busy one, with several new problems being given to the Board of Health for enforcement or control. Current staffing levels are inadequate to continue the current level of service, and the Board is seeking increased funding for additional staff to ensure that the public health is protected. The Board will also be reviewing current staff and time allocation in an effort to reassign resources where they are needed the most.

I thank Board members Susan Sullivan, Stephanie Wilkie, and Edward Sheehan for their support and guidance. I also thank Operations Assistant Barbara Westaway, Sanitarian Dean Trearchis, Tobacco Control Program Director Denise Boucher and her staff, Public Health Nurse Virginia Desmond, Animal Inspector Pamela Gorrasi, and Recording Secretary Christina Shea for their dedication and service to the community.

Respectfully submitted,
Thomas G. Carbone, R.S., C.H.O.
Director of Public Health

TEWKSBURY BOARD OF HEALTH 2000 ACTIVITY REPORT

INSPECTIONS CONDUCTED

| | |
|---------------------------|-----|
| Septic System Inspections | 311 |
| Plan Reviews | 349 |
| Housing Inspections | 12 |
| Condemnations | 0 |
| Swimming Poll Inspections | 25 |

| | |
|--------------------------|-----|
| Food Service Inspections | 268 |
| Complaints | 231 |
| Test Holes | 258 |

PERMITS ISSUED

| | |
|-----------------------------|-----|
| Septic Systems - New | 19 |
| - Upgrade | 116 |
| - Repair | 16 |
| - Abandon | 11 |
| Septic Installer | 47 |
| Septic/Offal/Rubbish Hauler | 24 |
| Hotels/Trailer Parks | 10 |
| Pools | 11 |
| Food Service | 162 |
| Milk and Cream | 111 |
| Frozen Desserts | 16 |
| Animal | 25 |
| Masseuse | 14 |
| Massage Establishment | 5 |
| Funeral Director | 3 |
| Tanning Booths | 7 |
| Retail Tobacco Sales | 40 |

NURSING ACTIVITIES

| | |
|-----------------|-----|
| Blood Pressures | 799 |
| Vaccinations | 110 |
| Home Visits | 160 |
| Blood Sugars | 231 |

COMMUNICABLE DISEASES REPORTED

| | |
|-------------------|----|
| Campylobacter | 5 |
| Chicken Pox | 5 |
| Giardiasis | 10 |
| Hepatitis B | 12 |
| Hepatitis C | 42 |
| Lyme Disease | 1 |
| Meningitis, Viral | 2 |
| Pertussis | 12 |
| Salmonella | 14 |
| Scarlet Fever | 3 |
| Shigellosis | 1 |
| Tuberculosis | 4 |

ANIMAL BITES REPORTED

| | |
|-----------|----|
| Dog Bites | 35 |
| Cat Bites | 1 |

Building Department

During 2000, the Building Department continued to streamline the operations of the department in an effort to increase efficiency and improve customer support. Department support personnel completed a computerized database of over 22,000 permits issued since 1952. This has made research even easier. New objectives for the coming year will further enhance the effort to make the department even more user friendly. In

January a new Local Building Inspector was added to the staff, which enabled us to follow-up on many completed building projects and zoning violations.

Again, the department recorded an INCREASE in Building Permit activity from 1999 as follows:

| | <u># of Permits</u> | <u>Value of work</u> | <u>Fees</u> |
|------------|---------------------|----------------------|-------------|
| 1998 | 773 | \$ 48,111,962 | \$ 327,504 |
| 2000 | 866 | \$ 50,048,367 | \$ 326,593 |
| % INCREASE | 12% | 4% | 0% |

Present activity includes these major housing/apartment subdivisions:

| | Deerfield Estates (Fiske St) | Jennies Woods (South St) | Rogers St. (Andrea Road) | Secor Road (Comp. Permit) |
|--------------------|---------------------------------|-----------------------------|-----------------------------|------------------------------|
| Total # of units: | 45 | 38 | 10 | 24 |
| Permitted to date: | 45 | 27 | 6 | 8 |
| Occupied to date: | 39 | 36 | 1 | 0 |

In addition, commercial projects included:

Lowell Five Savings Bank, scheduled completion June 2001.
Northeast Refrigeration Warehouse.
IRA Motor Dealership, scheduled completion spring 2001.
ESA Hotel on Rt. 133, scheduled completion summer 2001.
Foster School renovation to apartments.
Woburn St. R&D center.

Municipal projects included:

Addition to water treatment plant, scheduled compl. Jan 2001.
New South Fire Station, scheduled completion June 2001.

Additionally, the department issued 736 wiring permits, 836 plumbing/gas permits, 134 sewer entry permits. Certificates of Inspection were issued to 76 establishments such as restaurants, function rooms, churches and schools. Building Inspectors performed approximately 2,150 inspections.

ON THE HORIZON: (proposed projects to start during 2001.)

Possible 200 + unit Community Development Project.
Start of renovation to Wynn Middle School.
Crest Nissan Dealership.
Office/R&D on Highwood Drive.
Rogers St. 11 house subdivision.
Main St. 32 unit over 55 townhouse project.
Michael Street, 32 SFD, Comprehensive permit.
Approx. 32 residential units already permitted, to be completed.

In the Weights and Measures Division, 292 gasoline dispensers, 75 scales and 2 oil trucks were tested and sealed. A total of 39 locations were checked for proper oil licenses and 2 were fined for no license, 8 oil delivery trucks were inspected for seals. Fees collected were \$ 5021.00. In addition, 11 investigations of wrongdoing were investigated.

Following is a breakdown of permits issued during 2000.

Respectfully submitted,
Richard A. Colantuoni
Building Commissioner

2000 BUILDING DEPARTMENT ACTIVITY REPORT

| | <u># of PERMITS</u> | <u>VALUE</u> | <u>FEES</u> |
|----------------|---------------------|--------------|-------------|
| Com ADDITION | 5 | \$737,750 | \$5,166 |
| Com DEMO | 4 | \$50,000 | \$400 |
| Com FOUNDATION | 10 | \$2,319,600 | \$77,612 |
| Com MISC | 8 | \$58,000 | \$674 |
| Com NEW BLDG | 12 | \$21,139,100 | \$53,480 |
| Com RENOVATION | 12 | \$559,000 | \$3,939 |
| Com ROOF | 3 | \$68,000 | \$476 |
| Com TEN FIT-UP | 31 | \$4,640,700 | \$32,680 |
| Mun ADDITION | 2 | \$700,000 | \$0 |
| Mun MISC | 4 | \$31,500 | \$0 |
| Mun NEW | 3 | \$693,000 | \$0 |
| Mun RENOVATION | 7 | \$114,050 | \$0 |
| Res 2nd DWELL | 5 | \$277,570 | \$1,939 |
| Res ADDITION | 128 | \$3,688,559 | \$24,067 |
| Res CHIM/FP | 12 | \$9,000 | \$900 |
| Res DECK | 49 | \$242,126 | \$1,982 |
| Res DEMO | 7 | \$5,000 | \$625 |
| Res FOUNDATION | 57 | \$515,660 | \$4,179 |
| Res MFD | 2 | \$1,725,000 | \$12,075 |
| Res MFD/55 | 6 | \$3,138,200 | \$21,966 |
| Res MISC | 9 | \$31,000 | \$532 |
| Res NEW SFD | 55 | \$7,143,885 | \$50,189 |
| Res POOL | 67 | \$467,358 | \$3,483 |
| Res RENOVATION | 85 | \$700,270 | \$5,200 |
| Res ROOFING | 61 | \$290,522 | \$2,240 |
| Res SHED | 43 | \$73,910 | \$867 |
| Res SIDING | 57 | \$572,642 | \$4,020 |
| Res WOOD STOVE | 7 | \$12,750 | \$350 |
| TEMP TRAILER | 2 | \$0 | \$100 |
| TOTALS: | 753 | \$50,004,152 | \$309,141 |

| | | | |
|------------------|-----|----------|----------|
| Com CERT of INSP | 76 | \$0 | \$8,401 |
| Res 40A FEE | 1 | \$0 | \$250 |
| Res RECORDING | 6 | \$0 | \$2,400 |
| Res REINSPECTION | 1 | \$0 | \$50 |
| SIGNS | 29 | \$44,215 | \$6,351 |
| TOTALS: | 113 | \$44,215 | \$17,452 |

| | | | |
|---------------------|------|--|----------|
| WIRING PERMITS | 736 | | 37,410 |
| PLUMBING PERMITS | 466 | | 24,318 |
| GAS PERMITS | 370 | | 4,898 |
| UNDERGROUNDS/REINSP | 63 | | 1,260 |
| SEWER ENTRY PERMITS | 134 | | 5,360 |
| TOTALS: | 1769 | | \$73,246 |

GRAND TOTALS: 2,635 \$ 50,048,367 \$ 399,839

Police Department

Police Department Roster

| | | |
|------------------------|--------------------|------|
| Chief of Police | John R. Mackey | 1975 |
| Deputy Chief of Police | Denise L. Gundrum | 1976 |
| Deputy Chief of Police | Walter D. Jamieson | 1968 |
| Lieutenants: | Anthony Dicalogero | 1975 |
| | Alfred Donovan | 1984 |
| | Ralph Ford | 1980 |
| | George Hazel | 1979 |
| | William Layne | 1980 |
| | Edward Martin | 1975 |

| | | |
|---|----------------------|------|
| | Dennis Peterson | 1975 |
| Sergeants: | Peter Amari | 1974 |
| | John Barry | 1984 |
| | Robert Budryk | 1989 |
| | Robert Carroll | 1973 |
| | Walter Jop Jr. | 1970 |
| | Stephen Kandrotas | 1978 |
| | James McKenna | 1980 |
| | John Powers | 1981 |
| | Timothy Sheehan | 1987 |
| Chief of Detectives: | Lt. Dennis Peterson | |
| Detectives: | Joseph Delucia | 1974 |
| | Henry Perry | 1974 |
| | Paul Ringwood | 1973 |
| | Leonard Bolton | 1975 |
| | Robert Budryk | 1989 |
| Patrol Personnel: (Officers) | Thomas Casey | 1999 |
| | Ryan Columbus | 2000 |
| | Christopher Coviello | 1989 |
| | Paul Doherty Sr. | 1974 |
| | Paul Doherty Jr. | 1988 |
| | Robert Field | 1996 |
| | Scott Gaynor | 1995 |
| | André Gonzalez | 1995 |
| | James Hood | 1988 |
| | James Hollis | 1995 |
| | Walter Jop III | 2000 |
| | Timothy Kelly | 1995 |
| | Daniel Kerber | 1995 |
| | Raymond Lafortune | 1988 |
| | William Latta | 1975 |
| | Debra Layne | 1986 |
| | Kathryn McLeod | 1996 |
| | Jessica Mulvey | 1996 |
| | Francis Pappas | 1987 |
| | Mark Perry | 1988 |
| | Keren Reese | 1996 |
| | Kevin Reese | 1989 |
| | William Schwalb | 1988 |
| | Michael Sheehan | 1988 |
| | Jeffrey Suarez | 1989 |
| | Allan Stephens | 1968 |
| | Robert Stephens | 1996 |
| | Roger Tanguay | 1984 |
| | Stephen Torres | 2000 |
| | William Tumenas | 1989 |
| | John Voto | 1996 |
| | Brian Warren | 1988 |
| | Robert Westaway | 1981 |
| | James Williams | 1996 |
| R.A.D. Coordinator: | Sgt. John Powers | |
| Dare Officer: | Officer Keren Reese | |

| | | |
|---|-------------------------|--------------------|
| K-9 Officer: | Sgt. Timothy Sheehan | |
| Prosecutor: | Sgt. Peter Amari | |
| Safety Officer: | Officer Kathryn McLeod | |
| Youth Service Officer: | Officer James Hood | |
| Retirees: | Lt. Warren Layne | 1970-1999 |
| | Sgt. Richard Landers | 1970-2000 |
| | Officer James Luz | 1973-2000 |
| | Officer Paul Thomas | 1981-2000 |
| E-911 Dispatchers: (Full time) | | |
| Head Dispatcher: | Donna Smith | 1988 |
| Dispatchers: | Thomas Cook | 1994 |
| | Connie Morris | 1994 |
| | Edward (Ted) Sullivan | 1994 |
| | Matthew Small | 1996 |
| | Keith Layne | 1997 |
| | Garin Worth | 1997 |
| | Karen Poisson | 1997 |
| | Jennifer Downey | 1997 |
| | John Fowler | 1998 |
| | David Godin | 2000 |
| Part time Dispatchers: | | |
| | Beverly Mosher | 1997 |
| | Patrick Carey | 1998 |
| | Kimberly Griffin | 1999 |
| | Mary Forgione | 1999 |
| | Robin Scott | 1998 |
| | Kim Porter | 2000 |
| Executive Assistant: | Mary Ellen Higginbotham | 1977 |
| Administrative Secretary: | | |
| | Eileen Newton | 1987 |
| | Mary Hallisey | 1996 |
| | Patricia Stotik | 1995 |
| Secretary (Part time) | Sonia Newton | 1999 |
| Custodian (Full time) | Kim Porter | 2000 |
| Reserves: | | |
| | Brian Carbone | Debbie Lumsden |
| | Thomas Cooke | Rich Lumsden |
| | Martin Cormier | James McClafferty |
| | Cindy Dicalogero | Sharon McClafferty |
| | Patrick Doherty | Marcus McMahon |
| | John Donoghue | Connie Morris |
| | Brian Fernald | Beverly Mosher |
| | John Geary | James O'Hare |

| | |
|------------------|-------------------|
| David Godin | Sean O'Malley |
| Bert Hadley | Steven Papaleacos |
| Richard Hopinson | Edward Parisi |
| Phil Hyde | Douglas Pratt |
| John Jarek | Raymond Scott |
| Arthur Jarossi | Steven Spencer |
| John Jarossi | Ted Sullivan |
| Alice Kennedy | Bruce Sweet |
| Douglas Law | Paul Thomas, Jr. |
| Keith Layne | Mark Wood |
| Warren Layne | Richard Viera |

Crimes listed for 2000

| | |
|--|-------|
| Kidnapping/Abduction | 1 |
| Sex Crimes | 16 |
| Robbery | 8 |
| Assault & Battery | 49 |
| Assault | 11 |
| Burglary/B&E | 73 |
| Shoplifting | 87 |
| Larceny | 397 |
| Fraud | 49 |
| Alcohol Violations | 59 |
| Destruction/Damage/Vandalism of property | 329 |
| Domestic | 94 |
| Drug/Narcotic Violations | 50 |
| Prostitution | 3 |
| Indecent Exposure | 10 |
| Weapon Law Violations | 9 |
| Disturbances | 78 |
| Runaway | 12 |
| Trespass on real property | 37 |
| K-9 Call Out | 17 |
| Alarms | 1577 |
| Arson | 1 |
| Accidents | 798 |
| Citations | 4,256 |

RAD Classes

RAD CLASSES CONTINUE

The Police Department's very successful RAD (rape aggression defense) women's self defense courses are continuing this spring. The classes were not held over the holiday season, but are going to resume starting Feb. 28. These classes, which are open to any woman interested in self-defense, are held Wednesday evenings at the Wynn Middle School. There is no charge for the course or materials, and have proven extremely popular in the last three years with over one hundred women attending. For further information, call 851-7373 ext. 146 and one of the Police Departments fully trained, full time officers will return your call.

RADKIDS CLASSES TO BEGIN

The Police Department is pleased to announce the beginning of the RADKIDS safety awareness program. This is a direct offshoot of the successful RAD women's course and is open to all children (boys and girls) between the ages of 5 and 10. There are two age groups (5-7 and 8-10). The 5-7 year old group has a class beginning Feb. 6 at the Dewing School; the older (8-10) kids will start in mid-March (dates TBA).

TRIAD

The Police Department is currently tabulating the results of the recent survey of senior citizens held in co-operation with the Senior Center. We expect the results to be available in mid-April. A community resource guide will be available on or about April 1. We hope to have a SALT council up and operating by the end of April. This will be a combination of seniors and law enforcement personnel to address some problems the elderly encounter. Two officers from the department have attended classes in dealing with safety and security concerns of our more experienced citizens, and this will be an important part of the TRIAD program. For further information call 851-7373 ext. 146

Sgt. John Powers

Fire Department

Fire Department Roster - 2000

| | | |
|----------------------|---------------------|------|
| Fire Chief: | Thomas Ryan | 1972 |
| Deputy Chief: | James J. Graham | 1972 |
| Captains: | Robert A. Fowler | 1970 |
| | *Bruce A. Reed | 1971 |
| | *James P. Ryan | 1975 |
| | *George E. Yost | 1976 |
| Lieutenants: | *David L. Austin | 1973 |
| | *John W. Burris | 1972 |
| | Stephen Cotugno | 1975 |
| | *Michael Hazel | 1988 |
| | Edward Kearns | 1970 |
| | *David Levy | 1973 |
| | *Richard Mackey | 1979 |
| | *Timothy Niven | 1985 |
| | *John O'Neill | 1976 |
| | *Michael Sitar, Jr. | 1984 |
| | *Albert Vasas | 1989 |
| | Philip Zerofski | 1971 |
| Firefighters: | *Patrick Brothers | 1995 |
| | *William Brothers | 1997 |
| | *James Bruce | 1995 |
| | *Robert Calistro | 1988 |

| | |
|----------------------|------|
| *Michael P. Callahan | 1989 |
| *David Carney | 1995 |
| *David Conley | 1999 |
| *Joseph Dogherty | 1986 |
| *Patrick Doherty | 1997 |
| *Daniel Donovan | 1980 |
| *Oscar Forero | 1985 |
| *James A. Giasullo | 1988 |
| *Jeffrey Giasullo | 1995 |
| *Joseph Gillis | 1997 |
| *William Gosse | 1998 |
| Russell Gourley | 1971 |
| *Donald Greer, Jr. | 1986 |
| *Paul Guttadauro | 1994 |
| *Richard E. Hamm | 1987 |
| *Timothy Holden | 1994 |
| *Brian Hurley | 1989 |
| *Joseph Kearns | 1995 |
| *Scott Keddie | 1987 |

| | |
|----------------------|------|
| *Gary Kerr | 1988 |
| *Dale Lawrie | 2000 |
| *John Lightfoot | 1976 |
| Robert Little | 1984 |
| *Russell McGlaufflin | 1989 |
| Stephen Powers | 1982 |
| *Alan Rosemond | 1989 |
| *Daniel J. Sitar | 1987 |
| *Daniel Small | 1988 |
| *Jon Viscione | 1985 |
| *Vance Vonkahle | 1987 |

* EMT

| | | |
|-------------------|-------------------|------|
| Secretary: | Virginia Coviello | 1993 |
|-------------------|-------------------|------|

| | | |
|-----------------|--------------|------|
| Resigned | David Conley | 2000 |
|-----------------|--------------|------|

FIRE DEPARTMENT ACTIVITY REPORT 2000

| | JAN | FEB | MAR | APR | MAY | JUNE | JULY | AUG | SEPT | OCT | NOV | DEC | TOTAL |
|-----------------|-----|-----|-----|-----|-----|------|------|-----|------|-----|-----|-----|-------|
| AMBULANCE | 162 | 167 | 184 | 164 | 183 | 190 | 177 | 175 | 189 | 191 | 190 | 195 | 2167 |
| AMB. MUTUAL AID | 10 | 20 | 10 | 12 | 15 | 16 | 9 | 12 | 8 | 12 | 19 | 6 | 149 |
| ASSIST AMB. | 116 | 110 | 143 | 112 | 143 | 123 | 93 | 106 | 126 | 131 | 121 | 145 | 1469 |
| AUTO FIRE | 1 | 2 | 1 | 3 | 4 | 5 | 3 | 8 | 4 | 3 | 3 | 2 | 39 |
| BRUSH FIRE | 2 | 1 | 12 | 28 | 11 | 3 | 3 | 1 | 1 | 5 | 1 | 3 | 71 |
| ILLEGAL BURNING | 0 | 0 | 2 | 4 | 1 | 6 | 5 | 5 | 3 | 2 | 3 | 1 | 32 |
| STRUCTURE | 8 | 4 | 10 | 11 | 14 | 11 | 4 | 7 | 11 | 16 | 11 | 5 | 112 |
| DUMP DUMPSTER | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| ELECTRICAL | 4 | 6 | 4 | 7 | 7 | 4 | 1 | 1 | 4 | 4 | 1 | 9 | 52 |
| FALSE/ACCIDENT | 26 | 24 | 14 | 28 | 25 | 11 | 12 | 19 | 23 | 23 | 17 | 24 | 246 |
| INSPECTIONS | 70 | 71 | 87 | 74 | 113 | 104 | 101 | 97 | 83 | 104 | 88 | 71 | 1063 |
| INVESTIGATIONS | 6 | 15 | 14 | 13 | 26 | 23 | 15 | 14 | 17 | 9 | 4 | 10 | 166 |
| MUTUAL AID | 1 | 0 | 5 | 1 | 1 | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 12 |
| SERVICE CALLS | 34 | 42 | 48 | 56 | 51 | 59 | 28 | 21 | 51 | 48 | 45 | 35 | 518 |
| HAZ-MAT | 0 | 3 | 6 | 5 | 2 | 3 | 5 | 3 | 6 | 5 | 9 | 6 | 53 |
| CO DETECTORS | 6 | 10 | 3 | 3 | 4 | 4 | 6 | 3 | 1 | 2 | 6 | 4 | 52 |
| TOTAL | 446 | 475 | 543 | 521 | 600 | 564 | 463 | 472 | 528 | 556 | 518 | 516 | 6202 |

Public Works

2000 has been a very productive year for the DPW. The expansion of the Water Treatment Plant is 99% complete, Route 133, Andover Street, is approximately 96% complete and the Trahan School has been connected to the Town's Sewer System. Contracts have been issued for the Cleaning and Painting of the Water Tower on Astle Street; the

installation of a new watermain on South Street from Bridge Street to Regina S. Drive; and the reconstruction of a portion of Livingston Street near Eagles Landing. These projects will get under way in the spring of 2001. We have completed our 2nd year of our 4 year staffing program and 5 year equipment replacement program.

The following are additional accomplishments of the DPW and staffing:

Administration

| | |
|--|------|
| William R. Burris, Jr., Superintendent | 1978 |
| Virginia Terrazzano | 1978 |
| Linda Monahan | 1983 |

Service Date**State Permits**

11

Miscellaneous

4

TOTAL

134

Highways

| | |
|------------------|------|
| Robert Belida | 1983 |
| Lawrence Kane | 1984 |
| Paul Lambert | 1975 |
| Ernest Lightfoot | 1972 |
| James Lightfoot | 1984 |
| James Nolan | 1969 |
| James Shimkus | 1967 |
| Richard Stoddard | 1982 |
| Timothy Stronach | 1985 |
| Kenneth Chandler | 1998 |

Vehicle Maintenance

| | |
|------------------|------|
| John P. McCarthy | 1969 |
| Royal Hudson | 1986 |
| Marion, Bernard | 2000 |

Engineering

| | |
|-----------------|------|
| Thomas Fiorello | 1986 |
|-----------------|------|

Parks/Tree

| | |
|------------------|------|
| William Chandler | 1976 |
| Connie Barry | 1984 |
| Robert Nolan | 1986 |
| Kevin Conlon | 1984 |
| Michael Peters | 1987 |

Water/Sewer

| | |
|-------------------|------|
| William Wilkinson | 1966 |
| George DeRoche | 1972 |
| Richard Westaway | 1972 |
| Lorraine Cuskey | 1978 |
| Jack Ward | 1984 |
| Brian Gath | 1985 |
| Clarence Richards | 1986 |
| Stephen VonKahle | 2000 |

Water Treatment Plant

| | |
|------------------|------|
| Lewis Zediana | 1988 |
| Allan MacGilvary | 1987 |
| Ed Viewig | 1988 |
| John Salerno | 1989 |
| Michael Donovan | 1994 |
| Michael Sheu | 1996 |
| Erik Gitschier | 1999 |
| Robert Minor | 1999 |
| Frank Giannetti | 1985 |

Street Opening Permits 2000

| | |
|-------------|-----|
| Gas Permits | 102 |
| Water/Misc. | 14 |
| Sewer/Misc. | 03 |

Sewer Permits Issued - 136

Streets Paved

| | |
|---------------|----------------|
| Louis Road | Maple Road |
| Michigan Road | Lenox Street |
| McEvoy Road | Oakland Ave |
| Marion Drive | Walnut Road |
| Dirlam Circle | Ash Street |
| Lucille Drive | Crawford Ave |
| Chestnut Road | Wisconsin road |
| Kneeland Road | Texas Road |
| Philips Road | Allen Road |

Streets paved (Partial)

| | |
|----------------|--------------|
| East Street | Pupkis Road |
| Wolcott Street | Brown Street |
| Miles Road | Beech Street |
| South Street | |

Streets that were graded:

| | | |
|---------------------|---------------|-------------|
| Melrose Road | Shawsheen Ave | Tew-Mac |
| Old Stagecoach Road | Martel Lane | Albert Road |
| Dock Street | Ellis Ave | Goodell Ave |

New Drainage Structures:

Catch Basins installed: Charles Drive, River Road, Knollwood Road, Van Buren Road (3), Wayside Road, Christine Drive (6), McLaren Road (2), Ninth Street, Doherty Way (2), Johnson Road.

Pipe installed:

450 feet on Christine Drive
110 feet on Virginia Road
300 feet on Charles Drive
320 feet on Pringle Street

Guard Rail installed:

205 feet of guard rail installed on Brown Street and South Street.

Catch Basin Repairs:

East Street (3), Carter Street, Shawsheen Street (2), Clark Road, Whitegate Road, Tomahawk Drive (2), Kennedy Road, Pocahontis Road (2), Chandler Street (2), Pine Street, Seneca Road, Hillside Road, Crest Road (2), Pringle Street, Bell Road.

New Water Services installed in 2000

| | |
|-------------------------------------|------------|
| New Water Services Installed | 78 |
| New Meters Installed | 88 |
| Replacement Meters Installed | 53 |
| Total Hydrant checks & repairs made | 26 |
| Total new Hydrants Installed | 13 |
| Total Main & Service Leaks repaired | 45 |
| Total Mains completed in year | 0.66 miles |
| Total Back Flow Devices tested | 330 |

Vehicles Maintained

Police
Dog Officer
Civil Defense
Auxiliary Police
Community Action Committee

| | |
|--------------------------|-------|
| Christmas Trees Recycled | 225 |
| Recycling Bins Sold | 238 |
| Oil Recycled | 2,225 |

In closing, I would like to thank the entire Public Works Staff for their continued efforts and support to provide the best services to the residents of the Town of Tewksbury.

Respectfully submitted,
William R. Burris, Jr.,
Superintendent of Public Works

EDUCATION

*School Committee
Scholarship Awards
Staff List*

*Superintendent of Schools
General Information
Shawsheen Valley Regional Vocational / Technical School District*

*Student Services
Enrollment by Schools*

School Committee

The Annual Elections were held on April 1, 2000. The election brought the return of Attorney Scott J. Consaul and Mrs. Ruth M. Perrin to the Committee.

Elections for School Committee officers were held during the April 5, 2000 Organizational Meeting of the Committee. Attorney Scott Consaul was re-elected as the Chairperson with Mr. Edward Dick re-elected as Vice Chairperson and Mrs. Ruth M. Perrin as Clerk. These members joined with Mr. William DeGregorio and Attorney Douglas W. Sears to form the Committee.

The School Committee worked in close concert with the Town Manager, the Board of Selectmen and the Finance Committee to reach agreement on the FY01 School Department Budget. The final budget of \$26,041,410 representing a 5.45 percent increase over the FY00 budget was adopted at the Town Meeting on October 3, 2000. The School Committee continues to appreciate the spirit of cooperation, which characterizes these budget deliberations.

The first reimbursement check from the State for the construction of the John F. Ryan Elementary School was received in the Fall of 2000. The first payment was in the amount of \$911,261. The Committee once again expresses its gratitude to the members of the Ryan School Building Committee for their continued long-term effort on this Ryan School Project.

The School Committee also expresses its gratitude to the members of the John W. Wynn School Renovation Committee. We look forward to supporting this Committee through the duration of this project. The School Committee approved the plan for the Housing of those students who will be displaced during the renovation.

This renovation project has an estimated cost of 15.6 million dollars with 70% of the cost reimbursed by the State. We are grateful to Senator Sue Tucker and Representative James R. Miceli for their effort to secure the continued reimbursement rate of 70%.

The Tewksbury School Committee worked with the School Administration to set the System-Wide Goals for the 1999-2000 school year. These goals were aligned with the

initiatives outlined in the Tewksbury Public School Five-Year Plan. The Committee reviewed the progress of the administration in meeting these goals during the joint retreats held in February and June 2000.

The School Committee took an active role in the continued development of a Gifted and Talented Program for the early elementary grades and in the rebuilding of an Instrumental Music Program at the Middle and Elementary Schools and the Marching Band at Tewksbury Memorial High School.

The School Committee Sub-Committee on Teacher Negotiations approved a three year contract for the faculty. This contract included a 3% salary increase across each year and an increase in the longevity payment effective with the third year of the contract. The agreement also includes an increase in the differential paid for advanced degree work.

The Committee has reached agreement with the Educational Support Personnel, the Food Service Workers and all non-union personnel. The Negotiations Sub-Committees will continue to bargain with the Tewksbury Administrators Group, the Secretarial, Nurses and Custodial and Maintenance Groups in early 2001.

During the year 2000 the School Committee began the ambitious task of revising and reorganizing all School Committee Policies. A Sub-Committee was established and a contract was executed with the Massachusetts Association of School Committees to oversee this work. The Committee will continue to develop and approve additional policies to meet the specific needs of the Tewksbury School District.

The School Committee watched the continued expansion of the Extended Day Program. The school district provides quality Extended Day Programs from 7:00 a.m. to 6:00 p.m. on school days at all Elementary Schools. In addition we provide vacation week and summer Extended Day Programs. We currently provide support for working parents and guardians fifty weeks a year.

The School Committee would like to congratulate all Coaches and Athletes who participate on the many varsity and sub-varsity teams. Their sportsmanship on the playing field, in the gymnasium, on the track, and on the ice earned them the Sportsmanship Award from the Massachusetts Interscholastic Athletic Association (MIAA). Tewksbury was selected from among 52 districts in our region. This award was presented in November 2000.

On behalf of the members of my Committee I would like to express my thanks to the Tewksbury Board of Selectmen, the Finance Committee and to all other appointed boards and elected and appointed officials for their support during the past year.

I am grateful to the members of my Committee for their time and effort on the numerous sub-committees and for their support and professionalism during Committee meetings. All members of the School Committee have the common goal of providing quality education for our students. I am pleased to serve with them.

I would like to thank the members of the administration and the Central Office support staff for assisting me in my role as Chairperson of the Committee. I would also like to thank the faculty and staff for their hard work on behalf of our students and their parents and guardians for their continued support.

It continues to be my pleasure to serve as the Chairperson of the Tewksbury School Committee and to provide this account of the activities of the Committee during the year 2000.

Scott J. Consaul, Esq.
Chairperson
Tewksbury School Committee

Superintendent of Schools

INTRODUCTION

The work of our school district during the first year of the new millennium was organized around four main themes: 1) the continuous improvement of our academic program 2) the renovation of the John W. Wynn Middle School 3) the development of a comprehensive district safety plan and 4) the increased use of technology to enhance classroom instruction and to improve the management of student data. These themes are aligned with the goals as outlined on the Tewksbury Public Schools Five Year Plan.

This report will review our progress in these three areas and acknowledge those members of our Department who have retired or were promoted to administrative positions during the last year.

PERSONNEL

Retirements - The year brought the retirement of six members of the faculty. Mrs. Nancy Billings retired after a 22 year career as a Physical Educator at Tewksbury Memorial High School. We are pleased that she continues to serve as a member of our coaching staff. Mr. Joseph LeProhon also retired from the High School Science Department after 17 years of service. Mr. Henri Dufour retired from our Guidance Department in November 2000 after 33 years of service. Both

Mr. LeProhon and Mr. Dufour served students at the Middle School as well as the High School during their tenure in Tewksbury.

The Trahan School Community bid farewell to three members of the faculty. Madeleine DeLuca retired after 30 years of service. Kathy Quinn retired after 35 years of service and Mary Feick retired after 14 years of service. The Trahan School community will miss these three talented educators.

The Library Aides Group saw the retirement of four members: Mary Nawn, Mary Turcotte, Rosemary Sullivan and Marilyn Fowler. These woman welcomed countless numbers of children into our school libraries and assisted them in finding resources, conducting research and in using computer technology.

Our maintenance and custodial department retired two members. Kurt Busch retired as a member of the custodial team at the Dewing School. Mr. Joel Trull retired from the maintenance department. We thank these men for their service to our school department.

Administrative Promotion - Mrs. Cynthia Basteri, a 26 year veteran teacher, was promoted to the newly established position of Director of Extended Student and Community Education Services. She will oversee the Community Education Program, the Extended Day Programs, the New Start, Summer School and our Before and After School Instrumental Music Programs. In addition, Mrs. Basteri will develop a job placement resource bank for our High School Students. We welcome Mrs. Basteri to the administrative team and we wish her well in her new role.

Administrative Changes - Dr. Rick Hawkins, K-8 Curriculum Coordinator, left the district to accept a position as Middle School Principal in Stow, MA. Ms. Loreen Bradley, Principal of the Dewing School, will succeed Dr. Hawkins in this role. Mrs. Cathy Ronan, Reading Specialist, will serve as the Interim Principal of the Dewing School through the conclusion of the 2000-2001 school year.

ACADEMIC PROGRAM

State Assessment - Students in grades four, eight and ten participated in the third administration of the Massachusetts Comprehensive Assessment System (MCAS) in April and May of 2000. This challenging test includes a long composition, short essays and multiple choice questions. Students are tested in English/Language Arts, Mathematics and Science and Technology. Grade eight students were also tested in the area of History and Social Science. Student performance is rated across four categories: *Advanced*, *Proficient*, *Needs Improvement* and *Failing*.

The Spring 2000 results were encouraging. Students showed a marked improvement across all subject areas and at all three grade levels. The most significant areas of growth were at grade four and ten in Mathematics and across all subject areas

at grade eight. Tewksbury Students performed well above the State Average. The scores also reflected an increase in the number of students in the combined rating categories of Advanced and Proficient and a decrease in the number of students in the Failure Category.

These test results reflect the efforts of our students and faculty and the support of the parents and guardians. This test is an important diagnostic tool. We will use these results to further align our curriculum with the State Curriculum Frameworks to continue our efforts to raise academic standards in all classrooms.

Academic Support - we continue to provide an increasing number of academic support programs for those students who are not able to meet these high standards and who fall into the *Needs Improvement* or *Failing* categories on the test. These programs include: Saturday School, After School, Summer School and School Vacation Week Programs. In addition, we have implemented a Guided Reading Program in the early grades to upgrade literary instruction. We will also develop student success plans for those students whose performance on the MCAS may jeopardize their graduation from Tewksbury Memorial High School.

Curriculum Renewal - we are currently field testing two new elementary mathematics programs. The recommended program will be presented to the School Committee in the Spring of 2001 for adoption in September 2001. One page "blueprints" have been developed for each curriculum area. Grade Level Standards have been revised and upgraded for each level. Both the Grade Level Standards and "blueprints" have been distributed to the faculty and presented to parents and guardians.

Gifted and Talented Program - the Gifted and Talented Steering Committee presented a detailed and comprehensive report before the School Committee in January 2000. The report was well received. The professional development program for the summer of 2000 included an intensive training on the topic of differentiated instruction. This training has continued during the academic year. A Teacher of the Gifted and Talented was approved in the FY 01 budget. Mrs. Rosmand Dorance, a very experienced and highly skilled educator, was hired and joined our faculty in January 2001.

John W. Wynn Middle School Project

Voters at the May 23, 2000 Special Town Meeting approved funding for the renovation of the Wynn Middle School. Voters further approved the question of debt exclusion at a Special Election held on May 27, 2000. The estimated cost of the project is 15.6 million dollars. Seventy percent (70%) of the cost of the project will be reimbursed by the State.

The Wynn School Building Committee has been meeting as a full committee and through numerous sub-committees. The Committee has been reviewing the detailed drawings and project specifications. It is the intention of the Committee to

put this project out to bid early in 2001 and to begin construction immediately following the last day of the 2000-2001 school year.

The Wynn Project will result in the total renovation of all major building systems and the hardwiring of the facility to provide for a fully networked computer technology system. The gymnasium will be relocated from the second floor to the first floor. This relocation will eliminate the disruptive noise in those classrooms which are located below the current gymnasium.

The project will include the modernization of all classrooms and the construction of new science laboratories. The instructional space in the Special Education areas will be enlarged and a Life Skills Classroom, equipped with a stove and refrigerator, will be added to the first floor instructional wing. In addition the Guidance, Health and administrative areas will be redesigned to meet the current needs of the student body.

The Library/Media Center will also be relocated and enlarged to accommodate the book collection as well as a bank of computers to support student research on the Internet. The project will also improve our Art and Music Rooms and will upgrade our present Industrial Arts Lab into a computer assisted design model. The school will provide a technology rich environment with a cluster of computers in each classroom, two dedicated computer technology classrooms and an additional expanded cluster in the Library/Media Center.

This renovation will provide the students, faculty, staff and administration with a first rate facility and the resources to further enhance their high quality instructional program.

Student Housing During the Renovation

The renovation project will necessitate the relocation of approximately 765 students. Grade Seven students will be housed at the John F. Ryan and the Center Schools. The Grade Eight Students will be housed at Tewksbury Memorial High School. The offices of the Superintendent, Assistant Superintendent and K-8 Curriculum Coordinator will be relocated to the Dewing School during the construction.

This housing plan was recommended after the careful consideration of many options. This plan removed students from the construction site, used existing school department facilities and minimized the number of grade levels who were involved in the relocation.

Our goal is to provide the full complement of academic and co-curricular offerings during the 2001-2002 school year. The administration has held meetings with all involved parents, guardians and faculty members. We will continue these sessions during the Spring of 2001 to keep all parties informed.

District Security Plan

The School Department continues to join forces with the Police and Fire Departments to develop a comprehensive district security plan. A security team has been established with membership on the Team drawn from the three Departments. Members of the Team have attended Secure Training Sessions sponsored by the Middlesex County District Attorney's Office and sessions on First Responder Training.

The Security Team as developed a protocol for responding to bomb threats. We have conducted simulation drills at each school to familiarize all members of the administration, faculty, staff and student body with these procedures.

Our current efforts are directed at the final review of administrative procedures for responding to critical incidents and a procedure for dealing with situations that involve disasters. It is our sincere hope that we will never have to draw upon the resources of the District Security Team.

Technology

The Tewksbury Public Schools under the leadership of Dr. Joseph C. Walsh, Assistant Superintendent for Curriculum and Instruction, continue to develop a comprehensive Technology Plan. During 2000 we continued to add to the inventory of computer hardware, software and networked areas across the District.

The John F. Ryan School continues to serve as the model technology platform. This plan will be replicated at the John W. Wynn Middle School through the renovation project. We have added to the inventory of computers with the introduction of personal computers (PCs) in each classroom at the High School and the installation of a new PC lab replacing outdated equipment. Each elementary school has received a bank of PC units. These have been installed in the library/media centers.

Our goal is to continue to increase our inventory leading to the year 2003 when we will be under State mandate to provide one computer for every five students.

We continue to provide in-service training for the faculty and staff to familiarize them with current technology and to provide them with the tools necessary to fully integrate technology into the classroom. We have also established computer classes for our students through the Summer Community Education Program.

The Fall 2000 Parent/Guardian Training Series focused on Computer Technology. Participants learned how to conduct word searches, how to monitor their son/daughter's Internet use and how to use a digital camera. We hope that the new equipment combined with our training efforts will help our students make the most of the investment in technology.

We have also used technology to manage student data and to comply with the new Student Information System mandated by the Massachusetts Department of Education. The use of

technology in the data management of student attendance, report cards, progress reports and the health records will reduce both the time and the duplication of effort in our record keeping.

SUMMARY

The Tewksbury Public Schools continue to benefit from the use of their second Five Year Strategic Plan. The goals of this plan provide the direction for the yearly work of the district. These goals also provide the blue print for a shared frame of reference for all members of the school community.

The Plan has taken on added meaning with the enactment of the new Teacher Re-Certification Regulations. These regulations require that all certified personnel develop Individual Professional Development Plans. The goals on the Individual Plan must be linked to the goals of the district or to the goals of the School Improvement Plan.

Our strategic plan is a *working* document. This is directly attributable to the time, effort and commitment of the Tewksbury School Committee and the Administrative Team. On an annual basis the Committee and the Team meet twice annually. The first meeting involves the setting of the goals for the coming school year. These goals are approved by vote of the Committee at a regularly scheduled School Committee Meeting. The second meeting reviews the progress we have made in meeting the system-wide goals at the mid-point of the school year.

I am grateful to the School Committee for their support and their guidance in our strategic planning process and throughout the year. They are dedicated to providing the resources necessary to insure that our students receive the best possible education.

I would also like to express my gratitude to the Central Office Team. This team of administrative and support personnel is both hard working and totally committed to the students, their parents and guardians and our staff. I value them both as colleagues and as friends.

The School Department continues to be in the debt of the John F. Ryan School Building Committee as they conclude the Ryan School Project and to the John W. Wynn School Building Committee as they continue the labor intensive work of overseeing the renovation of the John W. Wynn Middle School.

I would like to once again extend my gratitude to the faculty and staff who work with our students each day. This talented group of professionals are the mainstay of this organization. They are joined by an equally dedicated team of maintenance, custodial and cafeteria personnel. These men and woman provide the clean schools and the excellent food which enhance our learning environments.

The parents and guardians continue to support our efforts in many ways. They serve as members of Parent Advisory

Councils and School Improvement Councils. They fund raise and volunteer in our schools. They assist their children with home work and attend parent conferences and countless school events. They support our efforts on behalf of our students and make effective home school partnerships a reality.

We are grateful to Town Manager David Cressman, the Tewksbury Board of Selectmen, the Finance Committee and to all Town Departments for their support and assistance during the year 2000.

It is a pleasure to recount our effort and our success during the year 2000. I am pleased to have the opportunity to serve as the Superintendent of the Tewksbury Public Schools District.

Christine L. McGrath, Ph.D.
Superintendent of Schools

Student Services

Training in meeting federal and state legislative and regulatory changes, professional development in major curriculum areas, presentations and events for parents and students, program development to accommodate student needs, curriculum development, grant development, and public relations information dissemination were highlighted in each of the Student Services areas during 2000.

Special Education Programs and Services:

During the Spring of 2000, school departments in Massachusetts were notified by the Massachusetts Department of Education that, effective September 1, 2000, eligibility determination for special education would be based on the Federal law and regulations under IDEA 97.

Student eligibility is now based on disability determination through evaluation with additional steps required in the evaluation process if the Team suspects a student of having a specific learning disability. Individualized Education Programs rather than Individualized Educational Plans are developed for students found eligible for special education. All programs for students, including those found eligible for special education, must ensure access to the general curriculum. Because of this state and federal mandate, general educators, including principals, teachers, and guidance counselors, are needed participants in the development, review, and revision of the Individual Education Program. General educators have expert knowledge of the general curriculum and of how to modify the curriculum to insure student participation in the general education environment and are invited to participate in Team meetings along with parents, students, and special education personnel.

Changes in the Individualized Education Program process and forms were also implemented on September 1, 2000. Cooperative collaboration among general educators, special

educators, parents, and students to make important educational decisions for students with disabilities is emphasized by both federal and state regulations. All planning for students with disabilities centers on participation in appropriate learning experiences while still receiving the content and skills included in every state mandated curriculum framework regardless of where the special education student received his/her Tewksbury education.

Training for school personnel and for parents on the new I.E.P. process and procedures was begun in the Fall of 2000 and continued through the end of the year. Because of the complexity of the new process, procedures, and mandated forms, it is anticipated training will continue through the close of the 2000-2001 school year. During the Spring and Fall of 2000, additional training in "Leadership Skills and the I.E.P. Process" and in "Disciplining Special Needs Students" as per IDEA 97 was presented for principals and staff by the Director of Student Services.

Grant funding was obtained by Student Services to provide training for Tewksbury school personnel in reading and other curriculum areas.

Training in the "Wilson Reading System" was presented to school personnel in January 2000. Twenty-eight special education staff and administrators completed a two-day in-service program in the Wilson Reading System. Each participant was also provided with a complete Wilson Reading Classroom Kit so that the Wilson Reading System and strategies could be implemented in their classrooms and with their students immediately upon completion of the two-day weekend training program.

Thirty-two school personnel completed a ten-week, ten-hour training in "Communication Skills in the Classroom: American Sign Language." This training program afforded staff with a means of communicating with and of improving communication skills of students for whom traditional methods of communication are more difficult.

During the summer of 2000, ten special education staff assigned to the Heath Brook, Dewing, and Ryan Schools received training in the Lindamood-Bell Phoneme Sequencing program. This reading skills enhancement system is designed to improve phonological awareness for reading and spelling. Classroom program kits were provided the ten participants so that each could implement the program with their students upon completing the three-day training program.

Twenty faculty and administrators participated in a five-day institute designed to provide training in how to assist all students in every setting to achieve the learning standards in the Massachusetts Curriculum Frameworks. Participants identified strategies to engage students with diverse learning abilities in achieving the knowledge and skills necessary to meet the learning standards in the Language Arts/Reading and Mathematics curriculum frameworks. In addition, institute participants increased their knowledge of how to create integrated classroom communities that engage all students in

challenging learning experiences and developed lesson plans articulating the essential elements of standards based design for use with students.

In March 2000, the Integrated Pre-School program located at the Ella Flemings School underwent a rigorous accreditation investigation implemented by National Academy of Early Childhood Programs. In May 2000, we were notified that, having demonstrated substantial compliance with nationally recognized criteria for high-quality early childhood programs, Tewksbury's Integrated Pre-School program at the Ella Flemings School was awarded accreditation by NAEYC, the National Association for the Education of Young Children.

In September 2000, an additional special needs Pre-School program was implemented at the Trahan School. This five-day, 24 hour per week program for special education eligible pre-school age children is designed to provide specially designed instruction for pre-school age children with significant special education needs. The program, located in an elementary school building, affords students the opportunity to participate fully in all Trahan school programs and events with students enrolled in Kindergarten through Grade Four classrooms.

The pre-school programs at the Ella Flemings School, and at the Trahan School are designed to provide children found to be eligible for special education to participate in special education programming with pre-school age children who have no special needs. Pre-school age children with no special needs may also attend the Ella Flemings and Trahan School Integrated Pre-School Programs and the Early Childhood Program located at Tewksbury Memorial High School if selected through the annual lottery.

Pre-School age children who participate in the Screening of Three and Four Year Olds program and who pass all screenings may choose to participate in the annual spring lottery for the selection of children with no special needs. Pre-school age children selected through the lottery may participate in the Integrated Pre-School programs with special needs students at the Ella Flemings and Trahan Schools and in the Early Childhood Program located at Tewksbury Memorial High School in the order in which their names are drawn in the lottery.

Active membership in the Community Partnership for Children coalition was continued by the Director of Student Services, the Systemwide Team Chairperson, and the Early Childhood Education Facilitator throughout 2000. This multi-agency collaboration among pre-school age providers enabled participants to work together on behalf of young children, to secure funding for programs implemented by participants, and to increase the number of pre-school programs to meet accreditation standards as established by the National Association for the Education of Young Children.

A second Life-Skills program for students with significant special needs was implemented at the Middle School. The program, which provides specially designed instruction which

focuses on basic skills and on daily living skills, has been enhanced by the cooperation of Tewksbury businesses and town departments. A component of the program includes weekly field trips to community resources and businesses. This Fall, Capellini's Italian Restaurant very graciously provided the students with a real-life restaurant cooking experience. Students donned Chef's aprons and caps as they prepared the eggs, flour, and breadcrumbs for dipping veal. Trips to Market Basket, Mahoney's Nursery, and the Tewksbury Police Station afforded students opportunities to practice their consumer and citizenship skills in natural settings and to learn about job opportunities in Tewksbury.

The independent program evaluation report of all 1999-2000 school department funded and federally funded special education programs and services was completed in November 2000. This evaluation process takes place annually and is completed on a three-year cycle basis. In 1999-2000, all High School special education programs and services were evaluated. Pre-School and Elementary special education programs and services will be emphasized in 2000-2001. The Middle School will be the focus of the independent evaluation in 2001-2002. In addition, all system-wide administrative functions, the Team process, and the transitioning of students are evaluated every year.

Copies of the completed evaluation reports of special education programs and services were distributed by the Director of Student Services upon receipt of the independent evaluation reports. School Committee members, the Superintendent of Schools, Principals, school based special education Case Managers, the Chairpersons of each School Based and the Special Education Parent Advisory Councils, the Systemwide Team Chairperson, the Early Childhood Education Facilitator, and the Director of the Tewksbury Library received copies of the special education independent evaluation reports for 1999-2000.

The 2000-2001 program evaluation has begun and parents and school personnel will have opportunity to confidentially share program information with the independent program evaluator through survey and interview.

Gifted and Talented Programs and Services:

In January 2000, the Gifted and Talented Program Committee presented a series of proposals for locally funded gifted and talented programming and staffing in Tewksbury to the School Committee of the Tewksbury Public Schools.

The position of Resource Teacher of the Gifted and Talented was established to provide services to students and staff at Dewing/Ella Flemings School, the Heath Brook School, the North St. School, and the Trahan School in the Spring of 2000. Interviewing for the position began in August and, after, an intensive search for a person qualified to meet the program plans of the Tewksbury Public Schools, the Gifted and Talented Screening/Interview Committee presented a recommendation for consideration for appointment to the Superintendent of Schools. The Resource Teacher of the

Gifted and Talented will join Tewksbury's professional staff in January 2001.

In addition to the 35 staff members who participated in similar grant funded training which took place in 1999, another training program in differentiated instruction in the Talents Unlimited Gifted and Talented program was presented for eleven school personnel In August 2000. Participants in this summer training program, as did the 35, engaged in training activities designed to provide strategies for meeting the needs of the gifted and talented student in the classroom. The 46 participants represented all grade levels and firm commitment to providing challenging differentiated classroom learning experiences to students in all subject areas.

Throughout 2000, additional enrichment programs for the gifted and talented enrolled in the Tewksbury Public Schools were provided at each school and through Tewksbury's Community Education Program. Elementary Schools continue to provide opportunity to build skills on the Accelerated Reader, a Reading Incentive Computer Program. Additional after-school enrichment programs and clubs are in place at the five elementary schools affording students to be challenged and opportunity to expand and enrich their experiences and skills.

This year, the Junior Achievement elementary School Program was begun at the Trahan School. This program provided a hands-on approach to enhance children's learning and skills relevant to real life situations. The program teaches elementary school students the basic concepts of business and economics, making school learning relevant to the workplace. Comprised of seven grade-specific themes, each builds on the previous and prepares students for future learning in challenging and thought provoking formats. This motivating and challenging program is implemented by parent volunteers under the leadership of the Principal at the Trahan School.

Students at the Middle School continue to have opportunity to participate in after-school enrichment clubs and leagues and to engage in league competitions. In addition, eligible students in Grade 7 and in Grade 8 may participate in the Johns Hopkins University Talent Search and be recognized by John Hopkins University as some of America's most outstanding students with academic potential. Using John Hopkins University Talent Search guidelines, Middle School personnel identify students with exceptional mathematical and/or verbal reasoning abilities. These Grade 7 and Grade 8 students who met these rigorous criteria this year were invited to take the S.A.T. for the purpose of determining eligibility to participate in special summer programs available for the gifted and talented through John Hopkins University. Seventeen Wynn Middle School Grade 7 and Grade 8 students took the S.A.T. in December, 2000.

Gifted and Talented programming at the High School level in 2000 included opportunity to participate in Honors classes and in Advanced Placement classes in English, American History, Biology, and Calculus. Students who took A.P. tests during the Spring of 2000 and earned the highest ratings met specific

performance standards and were eligible to receive college credit for high school course work completed from the individual colleges in which they enrolled in September 2000.

Students achieving high scores in Advanced Placement Testing also received recognition from The College Board for their outstanding performance. Four members of the Class of 2000 earned the status of Advanced Placement Scholar and received Certificates of Recognition from The College Board. The following members of the Class of 2000 received the "A.P. Scholar" recognition award: Ms. Kimberly Angelo, Ms. Christine Chiasson, Mr. Christopher Geen, and Mr. Stephen Kaminski. Congratulations are extended to these four Tewksbury graduates for their high achievement.

Numerous students in Grades 9 through 12 received recognition through the High School Renaissance Program for progress made toward achieving the goal of academic excellence. Students meeting high academic standards earned recognition awards linked to Gold or Silver privilege cards and recognition both before their peers during monthly awards ceremonies and in the news media. This program continued to provide incentive for students to meet increasingly complex academic challenges throughout 2000.

Health Education Programs and Services:

A new Health Education program to complement Tewksbury's comprehensive Pre-School through Grade 12 Health Education Curriculum was selected and approved before the close of the 1999-2000 school year. In the Fall of 2000, the Health Education Curriculum Committee began the work of aligning Tewksbury's Health Education Curriculum with the newly released Massachusetts Department of Education Health Education Framework. Health Education Curriculum Committee of representatives from the School Department, Tewksbury's Board of Health, Tewksbury's Public Library, the Massachusetts Prevention Center, Parents and other Community members are committed to making certain that the finalized health education curriculum meets school system, community, and state needs and expectations.

With school district budgetary support and maintenance of staffing levels in Health Education and Physical education ensured the provision of continued educational opportunity in developing good decision-making skills and in adopting appropriate behavioral practices through Health Education. Membership in Project Alliance, a program available through the Middlesex County District Attorney's office, enable faculty and administrators to receive training in Health Education related areas. Meeting the social/emotional needs of students, school and student safety, peer leadership training were some of the many programs in which Tewksbury students and school personnel participated during 2000.

Collaboration with other community and state agencies contributed to increased student and community awareness of the importance of good decision making. In February 2000, the Superintendent of Schools participated in the Department of Mental Health panel at the Youth Violence Forum in

Lowell. Dr. McGrath's presentation was informative and provided forum participants with insight as to what to do to create a safe and responsive environment in schools.

In May 2000, the Tewksbury Police Department and the Tewksbury Fire Department presented a pre-prom "Mock Crash" to Tewksbury Memorial High School seniors in the front parking lot of the school. Role players from the high school Drama Club presented a very graphic portrayal of a motor vehicle crash involving students leaving a prom in a scenario focusing on "drinking and driving" and on "speed."

The Tobacco Control Programs of Tewksbury, Wilmington, Billerica, and Bedford sponsored a "Smoking Cessation through Hypnosis" session in May 2000. Opportunity to participate in this program was open to both students and adults from the four towns.

The third annual Patriotic Play, exemplifying an integrated learning experience combining Physical Education, Art and Drama, Music, Language Arts and Reading, and Social Studies, was presented by Heath Brook and Trahan School students under the direction of Mr. David Marcus, Physical Educator. Students in Grade 4 at the Heath Brook School dressed as British Redcoats and marched down Shawsheen Street to symbolize the Redcoats march from Boston on April 19, 1775. Upon arriving at the Trahan School, Heath Brook School Students joined Trahan School students in reenacting Tewksbury's history from 1625 to 1775. Local dignitaries including State Senator Susan Tucker and Representative James Miceli, Selectman John Ryan, School Committee member Ruth Perrin, Superintendent of Schools Christine L. McGrath, Tewksbury Cultural Council member Ann McDermott, and Tewksbury Historical Society member Donna Haines participated in this exciting event.

During 2000, funding for the Peer Leadership Advisor position was assumed by the Tewksbury Public Schools. This supportive school district action ensured the continuation of the student focused leadership program whether or not Drug Free Schools Grant money was available to the school district. Peer leaders at the high school, under the leadership of Ms. Patricia Ryser and with the cooperation of Mr. Ralph Notola and Ms. Marjorie Conlon, implemented a pilot role-modeling program with students in Grade 3 at the North Street School. Grade 3 students at the North Street School were paired with high school students in a "Big Brother"/"Big Sister" format. The program met all success expectations and will be expanded to include other elementary schools during 2000-2001.

As required by state and federal guidelines and with parental/guardian agreement of student participants, the Youth Risk Behavior Survey was administered for the first time in Tewksbury. Health education grant funds supported the administration, tabulation, and overview analysis of the Youth Risk Behavior Survey of students in Grades 6, 8, and 9 through 11. These surveys were developed specifically for middle school and high school students by the Centers for Disease Control and Prevention in Atlanta, Georgia. The

middle school survey contained 41 questions and the high school survey contained 76 questions in the general categories of risk behaviors including safety, violence, tobacco use, alcohol use, illegal drug use, HIV/AIDS education, dietary behavior, and physical activity. Survey results provided insight into categories of risk behavior on which health educators, other faculty, and school administration should focus in education and prevention.

Drug Free Schools and Health Education grant funds supported the independent evaluation of school department and government funded district-wide Health Education and Drug Free Schools programs and services. The independent program evaluation reports assessed (1) whether or not Tewksbury's instructional programs were designed to prevent alcohol, drug, and other substance abuse and violence and (2) the manner in which the coordinated Health Education program of instruction and services was implemented in Grades Pre-School through 12. The findings of the Independent Program Evaluator commended the Director of Student Services and the School District for successfully meeting the 1999-2000 program goals. The Program Evaluator also accorded commendations to: (1) the Health Education Curriculum Committee in its roles as curriculum developers and the Substance Abuse Prevention Advisory Committee; (2) the School Nurses, the D.A.R.E. Officer, and Tewksbury Firefighters for serving as resources to the classroom teachers; (3) the Student Assistance Team for the monthly action taken on behalf of students and for the development of plans for students who are in trouble in school or in the community; (4) the Health Educators and Classroom Teachers who effectively and successfully jointly implemented the Health Education curriculum; and (5) the multifaceted collaboration between the Tewksbury Public Schools and other community and state agencies.

English As a Second Language Programs and Services:

Student enrollment in the English As A Second Language program reflects the growing diversity of Tewksbury. During 2000, Portuguese, Spanish, Korean, Vietnamese, Chinese, Russian, Indian, and Brazilian cultures were represented by the students receiving services from the part-time, Massachusetts certified, English As A Second Language tutor, Mrs. Mary DiCiaccio.

Eighteen students were enrolled in the English As A Second Language program from August through December 2000. During January through June of 2000, 15 students with limited English proficiency received tutorial support services in English language development and proficiency. Because students with limited English proficiency must also pass the MCAS in Grade 10 to be eligible to receive a high school diploma, ESL instruction for students enrolled in this program emphasized the skills included in MCAS testing.

Health Services:

School Nurses and the Associate School Nurse completed such Health Services responsibilities as vision and hearing

screening, scoliosis screening, administration of medications, maintenance of required medication plans, and maintenance and updating of health records. In addition, School Nurses implemented portions of the Health Education curriculum in collaboration with the Health Educators, Classroom Teachers, and Physical Educators.

Hepatitis B Immunization for students in Grade 6 was again provided by the Tewksbury Public Schools in collaboration with Tewksbury's Board of Health. The School Nurse at the Ryan School, Mrs. Marcia Osterman, also assisted Tewksbury Board of Health personnel in administering the flu shot to school personnel.

The Director of Student Services collaborated with Salem State College for the purpose of providing clinical placements in Tewksbury for Registered Nurses meeting the course requirements for Massachusetts Certification as School Nurses. During the Fall of 2000, two Registered Nurses completed their semester long clinical practicum in the Tewksbury Public Schools. One School Nurse Intern was supervised by both School Nurse Colleen Dutile and School Nurse Elaine Walsh at the Dewing/Ella Flemings and the Heath Brook Schools. School Nurse Marcia Osterman provided the supervision and training for the second School Nurse Intern at the Ryan School.

Title I Programs and Services:

During the period of time January through June 2000, Title I programs and services were available to eligible students in Grades K through 4 at the Heath Brook School in Reading, at the North Street School in Reading and Math, and at the Trahan Schools in Reading. In September 2000, Title I grant funds supported the implementation of Title I program and services at four elementary schools: the Heath Brook, the North Street, the Ryan, and the Trahan Schools.

The grant approved by the Department of Education changed focus in the Fall of 2000. The grant, TITLE I: TARGET LITERACY, focused Title I programs and services at the four identified Title I schools on reading improvement. The Heath Brook and North Street Schools provided supporting reading instructions in both Reading Recovery and in other recognized reading improvement strategies. The Trahan School and the Ryan School emphasized support instruction in reading using a variety of reading improvement strategies appropriate to Grades K through 6.

Ms. Julie Flanagan was appointed Title I Lead Teacher upon the recommendation of the Director of Student Services. At the start of school in August, 2000, she and the other two Title I teachers began the identification of students eligible for Title I services and the selection of students to participate in the Title I program. All three Title I teachers presented parent orientation and informational programs to parents of Title I eligible students at each of the four Title I schools.

Title I programs and services are provided to eligible students in collaboration with classroom teachers at each grade level in

each of the four schools and in various constructs. Students receiving Title I services received those services from the classroom teacher in consultation with the Title I teacher, within the classroom in collaboration with the classroom teacher, and/or in Title I settings out of the classroom setting.

Grant funds supported the independent program evaluation of Title I programs and services. Findings highlighted the numbers of students benefiting from the supportive services received by them from Title I personnel and the overall impact Title I programs had in 1999-2000 on school performance improvement.

Guidance Programs and Services:

The Director of Student Services again presented a Financial Aid night presentation for high school age students and their parents. Despite the cold and snow, presenters were pleased with the number of students and parents who attended that December 2000 presentation. Presenters from the University of Massachusetts Lowell and Citizens Bank were impressed with the attentiveness of the participants and of the thoughtful and cogent financial questions asked by the parents of students who were planning to attend college in the Fall of 2001. At the conclusion of the program, participants expressed clear understanding of how to complete and when to submit the FAFSA and CSS and of what options were available to them to assist in funding the expenses of a college education.

The Annual Senior Parent Breakfast presented by the Guidance Counselors at Tewksbury Memorial High School in October 2000 was well attended. Program components presented on topics related to graduation requirements, college search options, the application process, testing, financial aid, and deadlines provided parents of college-bound students with information useful to decision-making and services available.

Ninety of the 218 sophomores at Tewksbury Memorial High School and 124 of the 210 Juniors participated in the Tewksbury Public Schools funded College Board P.S.A.T. Testing program which took place on Saturday, October 21, 2000. Although significantly fewer sophomores and juniors took the P.S.A.T. than did in October 1999 when the test was administered during the school day, test results were helpful to high school faculty and administration in identifying curriculum and skill areas in which students would benefit from reinforcement and re-teaching.

P.S.A.T. test results received in December were distributed to students during classroom presentations made by the Guidance Counselors. The video production entitled, "Destination College," was used as a resource to facilitate the discussion and interpretation of the P.S.A.T. results for students. Test booklets were also distributed to Grade 10 and Grade 11 faculty for analysis in association with results received and used as a basis for clarifying confusions and incorrect interpretations made by students while taking the test.

The Sixth Annual College/Career Fair took place on April 2, 2000. Ms. Kelly Mercier, Student Services Secretary, was

instrumental in facilitating the outreach and encouraging colleges, universities, and businesses to participate in this major Student Services undertaking designed to benefit Tewksbury students and residents. More than 150 Universities, Colleges, Business and Vocational Training Schools, Financial Institutions, Businesses, and branches of the Military participated in this Student Services event. College/Career Fair participants provided students and parents from Tewksbury and surrounding areas with information and literature about school and career options and opportunities available to students after successful completion of High School.

The annual Scholarship Awards program exemplifies the support extended to Tewksbury's graduating seniors by the individual and business members of the Community and by the various school organizations sponsored by parents and staff. This year, Tewksbury graduating seniors received nearly \$150,000 in scholarship awards solely from Tewksbury residents, businesses, and school organizations. How impressive! The generosity of the Scholarship Donors and their continued support of and commitment to Tewksbury's outstanding leaders of tomorrow amaze and humble those of us who represent the Tewksbury Public Schools.

Dr. Michele F. DeAngelis
Director of Student Services
Tewksbury Public Schools

Class of 2000 Community and University Scholarship Awards

We are pleased to acknowledge the businesses, the individuals, the community organizations, the school organizations, the sports organizations, and the private and professional organizations and schools who participated in Tewksbury's 2000 Community Scholarship Program and who awarded nearly \$1,000,000.00 in scholarships to the members of the graduating Class of 2000.

The commitment of the donors listed below to the students of the Tewksbury Public Schools contributes to the attainment of the personal and educational goals of the scholarship recipients. The generosity of the donors provides an investment in the future of Tewksbury.

THANK YOU to each of the Scholarship Award Donors and **CONGRATULATIONS** to the Scholarship Recipients.

BUSINESS DONORS:

Balfour Scholarship Award:

Kristen LaMonica \$ 300.00

Lowell 5 Cents Savings Bank Scholarship Award:

Kimberly Angelo \$ 500.00

MASSBANK Charitable Foundation Scholarship Award:

Christine Chaisson \$ 500.00

Northeast Association of Realtors Scholarship Award:

Laura Van Houten \$ 500.00

Schlott Tires Academic Scholarship Award:

Mark Cintolo \$ 500.00

Tewksbury Business Association Scholarship Awards:

Christopher Tagliaferro \$ 150.00

Christa Tomasi \$ 150.00

Tewksbury Physical Therapy Scholarship Award:

Kiley McClellan \$ 500.00

The Ed Walsh Hockey Schools Scholarship Award:

Erin Ryan \$ 400.00

COMMUNITY DONORS:

Elks Scholarship Awards:

***Tewksbury/Wilmington Lodge of Elks #2070 Scholarship Awards:**

John Conway \$ 1,000.00

Alysia Morrissey \$ 1,000.00

***Massachusetts Elks "Most Valuable Student" Scholarship Program Award:**

Mark Cintolo \$ 800.00

Middlesex Women's Club Scholarship Award:

Leanne Walsh \$ 750.00

Tewksbury Cultural Council Scholarship Awards:

Robert T. Ayer, III \$ 700.00

Jason T. Chotkowski \$ 700.00

Steven R. Hession \$ 700.00

Corinne F. Mazzola \$ 700.00

Melissa A. Porto \$ 700.00

Tewksbury D.A.R.E. Parent Advisory Committee Scholarship Awards:

Karen Castaldo \$ 500.00

Christine Chiasson \$ 500.00

Jennifer Fabiano \$ 500.00

Danielle Lemelin \$ 500.00

Lauren Marcotte \$ 500.00

Christa Tomasi \$ 500.00

Laura Van Houten \$ 500.00

Erin Westaway \$ 500.00

Tewksbury Garden Club Scholarship Award:

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| Nima Modi | \$ 500.00 |
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Tewksbury Golden Age Club Scholarship Awards:

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| Joel Foster | \$ 300.00 |
| Leanne Walsh | \$ 300.00 |
| Ryan White | \$ 300.00 |

Tewksbury Lions Club Scholarship Awards:

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| David Carr | \$ 1,000.00 |
| Christine Chaisson | \$ 1,000.00 |
| John Conway | \$ 1,000.00 |
| Tiana Platz | \$ 1,000.00 |
| Suzanne Scott | \$ 1,000.00 |

Tewksbury Police Association Scholarship Award:

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| Erin Westaway | \$ 3,000.00 |
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Tewksbury Rotary Club Scholarship Award:

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| David Carr | \$ 1,000.00 |
| Andrea Toland | \$ 1,000.00 |

Tewksbury/Wilmington Emblem Club #381 Scholarship Award:

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| Laura Petros | \$ 350.00 |
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PERSONAL DONORS:**Anderson: The Mabel Anderson Memorial Scholarship Award:**

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| Abel Ghanooni | \$ 300.00 |
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Antonuk: The Florence Antonuk Memorial Scholarship Awards:

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| John A. Conway | \$ 250.00 |
| Lauren A. Marcotte | \$ 250.00 |

Boucher: Daniel Boucher Memorial Scholarship Awards:

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| Kenneth Goldman | \$ 750.00 |
| Meghan Winston | \$ 750.00 |

Coakley: The Edward J. and Phyllis E. Coakley Scholarship Award:

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| David Carr | \$ 100.00 |
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Currier: The A. Elizabeth Currier Memorial Scholarship Awards:

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| Catherine Baker | \$ 500.00 |
| Colleen Flynn | \$ 500.00 |
| Kristin Girard | \$ 500.00 |
| Julie Rauseo | \$ 500.00 |
| Brian Sinkus | \$ 500.00 |

DeGregorio: The Owen William DeGregorio Scholarship Award:

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| Jillian Witham | \$ 1,000.00 |
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Flynn: The Daniel Flynn Memorial Scholarship Award:

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| Colleen Flynn | \$ 500.00 |
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Gillette: The Daniel S. Gillette, Jr. Memorial Scholarship Awards:

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| Bryan Deshler | \$ 1,000.00 |
| Brian Sinkus | \$ 1,000.00 |

McGowan: The Muriel E. McGowan Scholarship Awards:

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| Ashley Peabody | \$ 2,500.00 |
| Jonathan Takach | \$ 2,500.00 |

Miceli: The Honorable James Miceli Scholarship Award:

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| Andrew MacKenzie | \$ 300.00 |
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O'Brien: The Kevin J. O'Brien Memorial Scholarship Awards:

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| Abel Ghanooni | \$ 1,000.00 |
| Suzanne Scott | \$ 1,000.00 |

Perreault: John Perreault Memorial Scholarship Award:

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| Erik Hamilton | \$ 500.00 |
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Perrin: The Holly Perrin Memorial Scholarship Awards:

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| Alyssa Bordonaro | \$ 500.00 |
| Kathleen Morris | \$ 500.00 |
| Suzanne Scott | \$ 500.00 |

Peters: The Linda Peters Memorial Scholarship Awards:

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| Melinda Baker | \$ 1,500.00 |
| Katie Moore | \$ 1,500.00 |
| Suzanne Scott | \$ 1,500.00 |

Scott: The David W. Scott Memorial Scholarship Awards:

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| Anthony Cella | \$ 1,000.00 |
| Jenna Grady | \$ 1,000.00 |

Staniewicz: The Bill Staniewicz Memorial Scholarship Award:

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| Rachel O'Brien | \$1,000.00 |
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Strong: The Gary Strong Memorial Scholarship Award:

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| Ronald Olson | \$ 500.00 |
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Trainor: The Therese and Pie Trainor Memorial Scholarship Awards:

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| John Conway | \$ 500.00 |
| Colleen Flynn | \$ 500.00 |

PRIVATE, PROFESSIONAL, AND OTHER ORGANIZATIONS DONORS:**The Clara Abbott Foundation Scholarship Award:**

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| *Kristin Girard | \$ 6,280.00 |
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Assumption College Scholarship Awards:

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| *Lisa Ferrante (Lyceum) | \$24,000.00 | [\$ 6,000 per yr.] |
| *Erik Hamilton (Lyceum) | \$24,000.00 | [\$ 6,000 per yr.] |
| *Michael McGinnis (Milleret) | \$32,000.00 | [\$ 8,000 per yr.] |
| *Katie Moore (Lyceum) | \$24,000.00 | [\$ 6,000 per yr.] |
| *Leanne Walsh (Milleret) | \$32,000.00 | [\$ 8,000 per yr.] |
| *Jillian Witham (Lyceum) | \$24,000.00 | [\$ 6,000 per yr.] |

Bentley College Scholarship Awards:

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| *Lisa Alessandro (Presidential) | \$36,000.00 | [\$ 9,000 per yr.] |
| *Anthony Cella (Presidential) | \$24,700.00 | [\$ 6,175 per yr.] |
| *Anthony D'Alleva | \$ 5,000.00 | |
| *Tara Fortunato (Presidential) | \$25,060.00 | [\$ 6,265 per yr.] |
| *Andrea Toland (Presidential) | \$37,600.00 | [\$ 9,400 per yr.] |
| *Andrea Toland (Comm.Serv.Lrng.) | \$20,000.00 | [\$ 5,000 per yr.] |
| *Andrea Toland (Falcon) | \$12,000.00 | [\$ 3,000 per yr.] |

Bell Atlantic Association of Women Scholarship Award:

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| *Andrea Toland | \$ 3,500.00 |
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Hewlett-Packard Company Employee Scholarship Award:

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| *Christine Chiasson | \$ 2,000.00 |
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Johnson & Wales DECA Scholarship Award:

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| *Michael Seagren | \$ 6,000.00 | [\$ 1,500 per yr.] |
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Merrimack College Scholarship Award:

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| *Andrew MacKenzie (Academic) | \$32,000.00 | [\$ 8,000 per yr.] |
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Middlesex Women's Club Scholarship Award:

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| *Leanne Walsh | \$ 750.00 |
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Montserrat College of Art Scholarship Award:

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| *Corinne Mazzola | \$ 40,000.00 | [\$10,000 per yr.] |
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Northeastern University Grant Program Award:

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| *Danielle Lemelin | \$ 41,292.00 | [\$10,323 per yr.] |
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Northern Massachusetts Telephone Workers Credit Union Scholarship Award:

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| *Andrea Toland | \$ 1,000.00 |
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Norwich University Scholarship Award:

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| *Michael Theodorou | \$ 72,000.00 | [\$18,000 per yr.] |
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The Stephen Phillips Memorial Scholarship Fund:

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| *Mark Cintolo | \$ 3,000.00 |
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Plymouth State College Scholarship Award:

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|------------------|-------------|--------------------|
| *Heather Caplice | \$ 4,000.00 | [\$ 1,000 per yr.] |
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Providence College Dean's Scholarship Award:

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| *Christine Chiasson | \$ 64,000.00 | [\$16,000 per yr.] |
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Rensselaer Polytechnic Institute Math and Science Medal and Scholarship Award:

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| Michael Crouch | \$ 40,000.00 |
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St. Joseph's College Fortitude ETS Special Scholarship Award:

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|----------------|-------------|--------------------|
| *Matthew Spada | \$ 4,000.00 | [\$ 1,000 per yr.] |
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Stonehill College Dean's Scholarship Award:

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| *Leanna Trombino | \$ 32,000.00 | [\$ 8,000 per yr.] |
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Suffolk University Presidential Scholarship Awards:

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|-----------------|--------------|--------------------|
| *Jason Contardo | \$ 16,000.00 | [\$ 4,000 per yr.] |
| *Erin Mooney | \$ 16,000.00 | [\$ 4,000 per yr.] |

Syracuse University Scholarship Award:

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|-------------------|--------------|--------------------|
| *Stephen Kaminski | \$ 24,000.00 | [\$ 6,000 per yr.] |
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Teamsters Local #25 Scholarship Award:

| | |
|---------------|-------------|
| *Leanne Walsh | \$ 2,000.00 |
|---------------|-------------|

Tulane University Founder's Scholarship Award:

| | | |
|-------------------|--------------|--------------------|
| *Laura Van Houten | \$ 36,000.00 | [\$ 9,000 per yr.] |
|-------------------|--------------|--------------------|

University of Massachusetts Amherst Scholarship Award:

| | | |
|------------------|--------------|--------------------|
| *Kimberly Angelo | \$ 32,000.00 | [\$ 8,000 per yr.] |
|------------------|--------------|--------------------|

University of Massachusetts Lowell Scholarship Award:

| | |
|-------------------|-------------|
| *Elizabeth Bairos | \$ 5,000.00 |
|-------------------|-------------|

University of New Hampshire Dean's Scholarship Awards:

| | | |
|-------------------|--------------|--------------------|
| *Catherine Baker | \$ 20,000.00 | [\$ 5,000 per yr.] |
| *Jennifer Fabiano | \$ 20,000.00 | [\$ 5,000 per yr.] |
| *Ashley Peabody | \$ 20,000.00 | [\$ 5,000 per yr.] |

Wentworth Institute of Technology Merit Scholarship Awards:

| | | |
|-----------------|--------------|--------------------|
| *Soklim Heang | \$ 12,000.00 | [\$ 3,000 per yr.] |
| *Meghan Sanborn | \$ 12,000.00 | [\$ 3,000 per yr.] |

Worcester Polytechnic Institute Scholarship Award:

| | |
|-----------------|-------------|
| *Michael Crouch | \$ 9,970.00 |
|-----------------|-------------|

**Scholarship accepted by students*

SCHOOL ORGANIZATIONS DONORS:**Dewing: The Loella F. Dewing School P.A.C. Scholarship Awards:**

| | |
|------------------|-----------|
| Alyssa Bordonaro | \$ 400.00 |
| Laura Van Houten | \$ 400.00 |

Food Services: The Ruth Sutton Scholarship Awards:

| | |
|------------------|-----------|
| Elizabeth Bairos | \$ 200.00 |
| Edward McComber | \$ 200.00 |
| Derek Napoli | \$ 200.00 |
| Erin Ryan | \$ 200.00 |
| Suzanne Scott | \$ 200.00 |
| Jamie Viola | \$ 200.00 |

Heath Brook: The Heath Brook School P.A.C. Scholarship Award:

| | |
|-----------------|-----------|
| Catherine Baker | \$ 500.00 |
|-----------------|-----------|

Heath Brook: PAC Scholarship Award in Memory of Angela Munro:

| | |
|--------------|-----------|
| Leanne Walsh | \$ 500.00 |
|--------------|-----------|

Middle School: The J.W.Wynn Middle School P.A.C. Scholarship Award:

Jillian Witham \$ 500.00

Middle School: The J.W.Wynn Middle School Student Council and Joseph E. Bastable Memorial Scholarship Awards:

Lisa Allesandro \$ 500.00
Colleen Flynn \$ 500.00
Alyssa Morrissey \$ 500.00

North Street: The North Street School P.A.C. Scholarship Awards:

Shannon Bancroft \$ 250.00
Karen Castaldo \$ 250.00
Jennifer Fabiano \$ 250.00

Trahan School: Louise Davy Trahan School and P.A.C. Scholarship Award:

Lisa Alessandro \$ 1,000.00

TMHS: The Friends of Tewksbury Memorial High School Applefest and Getronics Scholarship Awards:

Lindsay Magee \$ 1,000.00
Lauren Cullity \$ 750.00
Kerry Jenkins \$ 750.00
Gary Jop \$ 750.00
Marc Krzywicki \$ 750.00
Anthony Labo \$ 750.00
Kristin LaMonica \$ 750.00
Jeffrey Lyons \$ 750.00
Kiley McClellan \$ 750.00
John O'Leary \$ 750.00
Matthew Ricci \$ 750.00
Erin Ryan \$ 750.00
Samantha Selig \$ 750.00
Christa Tomasi \$ 750.00
Kenneth Tucceri \$ 750.00

TMHS: The TMHS Arts Scholarship Awards:

Corinne Mazzola \$ 250.00
Melissa Porto \$ 250.00

TMHS: The TMHS Band Loyalty Scholarship Award:

Leanne Walsh \$ 200.00

TMHS: The TMHS Music Association Scholarship Award:

Leanne Walsh \$ 350.00

TMHS: The TMHS National Honor Society Scholarship Awards:

Christine Chiasson \$ 100.00
Colleen Flynn \$ 100.00
Andrea Toland \$ 100.00

TMHS: The TMHS Student Council Scholarship Awards (continued):

Lisa Alessandro \$ 500.00
David Carr \$ 150.00

Colleen Flynn \$ 600.00
Kurt Freitas \$ 150.00
Alysa Morrissey \$ 150.00
Erica Rodriques \$ 400.00

The Tewksbury Teachers Association Scholarship Awards:

Mark Cintolo \$ 500.00
Leanne Walsh \$ 500.00

SPORTS ORGANIZATIONS DONORS:

TMHS Field Hockey Booster Scholarship Awards:

Alyssa Bordonaro \$ 200.00
Karen Castaldo \$ 200.00
Lisa Ferrante \$ 200.00
Laura Petros \$ 200.00

The Dennis McGadden/Joseph Bernardi Track and Cross Country Scholarship Awards: \$8,400.00 Total Amount Distributed To:

| | |
|------------------|------------------|
| Nicole Allard | Kerry Jenkins |
| Kimberly Angelo | Andrew MacKenzie |
| Catherine Baker | Nicholas Malley |
| Shannon Bancroft | Lauren Marcotte |
| Lisa Constantino | Kristen Mills |
| John Conway | Racheal O'Brien |
| Tara Fortunato | Laura Petros |
| Kenneth Goldman | Jay Stamp |
| Jenna Grady | Andrea Toland |
| Erik Hamilton | Leanna Trombino |
| | Jillian Witham |

Tewksbury Boy's Youth Basketball Scholarship Awards:

Mark Cintolo \$ 500.00
Matthew Ricci \$ 500.00

Tewksbury Girls Recreation Basketball Scholarship Awards: \$1,500.00 Total Amount Distributed To:

| | |
|------------------|---------------|
| Alyssa Bordonaro | Erin Mooney |
| Karen Castaldo | Laura Petros |
| Lisa Ferrante | Andrea Toland |

Tewksbury Girls Softball League Scholarship Awards: \$2,000.00 Total Amount Distributed To:

| | |
|------------------|---------------|
| Alyssa Bordonaro | Suzanne Scott |
| Laura Petros | Leanne Walsh |

Tewksbury Redmen Baseball Boosters Scholarship Awards:

| | |
|-----------------|-----------|
| Kevin Doherty | \$ 100.00 |
| Anthony Labo | \$ 100.00 |
| Ronald Olson | \$ 100.00 |
| Thomas Sullivan | \$ 100.00 |

Redmen Basketball Booster Club Scholarship Awards:

| | |
|-------------------|-----------|
| *Roger Brasil | \$ 200.00 |
| *Jeffrey DiPrimio | \$ 200.00 |
| *Abel Ghanooni | \$ 200.00 |
| *Gary Jop | \$ 200.00 |
| *Michael McGinnis | \$ 200.00 |

| | |
|------------------|-----------|
| *Jonathan Takach | \$ 200.00 |
| *Ryan White | \$ 200.00 |

The Redmen Football Clubs Scholarship Awards:

•The Coach Bob Aylward Redmen Football Scholarship Award:

| | |
|---------------|-------------|
| Bryan Deshler | \$ 1,000.00 |
|---------------|-------------|

•The James E. Brooks Memorial Redmen Football Scholarship Awards:

| | |
|------------------|-------------|
| Eric Hamilton | \$ 1,000.00 |
| Michael McGinnis | \$ 1,000.00 |
| Thomas Sullivan | \$ 1,000.00 |
| John Takach | \$ 1,000.00 |

•The Redmen Football Coach's Scholarship Award:

| | |
|-----------|-----------|
| Jay Stamp | \$ 250.00 |
|-----------|-----------|

Tewksbury Redmen Hockey Club: George "Timmy" Ernest Memorial Scholarship Awards:

| | |
|-------------------|-----------|
| Anthony Cella | \$ 500.00 |
| Kevin Chambers | \$ 500.00 |
| Jason Chotkowski | \$ 500.00 |
| Brian Fitzpatrick | \$ 500.00 |
| Kevin Gilfillan | \$ 500.00 |
| Anthony Labo | \$ 500.00 |
| Kevin Monahan | \$ 500.00 |
| John Sheehan | \$ 500.00 |

Tewksbury Youth Baseball Scholarship Award:

| | |
|-----------------|-----------|
| Thomas Sullivan | \$ 500.00 |
|-----------------|-----------|

Tewksbury Youth Football/Cheerleader Most Deserving Student Scholarship Awards:

| | |
|-----------------|-----------|
| Melinda Baker | \$ 250.00 |
| Bryan Deshler | \$ 250.00 |
| Tara Fortunato | \$ 250.00 |
| Abel Ghanooni | \$ 250.00 |
| Laura Petros | \$ 250.00 |
| Jay Stamp | \$ 250.00 |
| Thomas Sullivan | \$ 250.00 |
| Christa Tomasi | \$ 250.00 |
| Leanna Trombino | \$ 250.00 |
| Erin Westaway | \$ 250.00 |

Tewksbury Youth Football Memorial Scholarship Awards:

| | |
|------------------|-----------|
| Danielle Lemelin | \$ 500.00 |
| Michael McGinnis | \$ 500.00 |

Tewksbury Youth Skating Association: Fred Carpenito Memorial Scholarship Award:

| | |
|-------------------|-----------|
| Brian Fitzpatrick | \$ 500.00 |
|-------------------|-----------|

Tewksbury Youth Skating Association Scholarship Awards:

| | |
|------------------|-----------|
| Anthony Cella | \$ 250.00 |
| Kevin Chambers | \$ 250.00 |
| Jason Chotkowski | \$ 250.00 |
| Anthony Labo | \$ 250.00 |
| Suzanne Scott | \$ 500.00 |

Tewksbury Youth Soccer League Scholarship Awards:

| | |
|-------------------|-----------|
| Mark Cintolo | \$ 250.00 |
| Michael Theodorou | \$ 500.00 |
| Jillian Witham | \$ 500.00 |

**TOTAL AMOUNT OF SCHOLARSHIP AWARDS
RECEIVED BY THE CLASS OF 2000: \$1,004,702.00**

School Department General Information

Registration for School in September 2000

Kindergarten: A child must be five years old as of August 31st of the year entering Kindergarten.

First Grade: A child must be six years old as of August 31st of the year entering the First Grade

NO SCHOOL ANNOUNCEMENTS

School will be closed only in the case of severe inclement weather. The schedule of no school signals in effect for this school year follows:

A series of three sets of two blasts (2-2-2) on the horns at the State Hospital and the following times for groups indicated.

6:45 A.M. - No School At All Schools

7:45 A.M. - No School At All Elementary Schools Only (K-5)

Announcements relative to closing schools for inclement weather will be carried by radio stations WRKO, WCAP, WCCM, WBZ and WHDH.

When it is in the interest of students' safety to delay the opening of school due to weather conditions, the Superintendent will notify the public by the same procedure as "no school" announcements.

Enrollment by Schools

Tewksbury Public Schools

| SCHOOL | PK | K | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | UGR | Totals |
|---------------|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|--------|
| ELLA FLEMING | 68 | | | | | | | | | | | | | | | 68 |
| NORTH STREET | | 64 | 112 | 91 | 73 | 78 | | | | | | | | | | 418 |
| TRAHAN | 3 | 71 | 75 | 68 | 68 | 76 | | | | | | | | | | 361 |
| DEWING | | 126 | 120 | 134 | 115 | 100 | | | | | | | | | 41 | 636 |
| HEATH BROOK | | 90 | 110 | 95 | 94 | 102 | | | | | | | | | 47 | 538 |
| RYAN | | | | | | | 428 | 412 | | | | | | | | 840 |
| WYNN MIDDLE | | | | | | | | | 356 | 363 | | | | | | 719 |
| MEMORIAL HIGH | | | | | | | | | | | 289 | 218 | 210 | 169 | | 886 |
| TOTALS | 71 | 351 | 417 | 388 | 350 | 356 | 428 | 412 | 356 | 363 | 289 | 218 | 210 | 169 | 88 | 4,466 |

Staff List

TEWKSBURY PUBLIC SCHOOLS 2000 - 2001 ROSTER

School Committee

Scott Consaul, Esq. 2003
Edward K. Dick 2001
William J. DeGregorio 2001
Ruth M. Perrin 2003
Douglas W. Sears 2002

Administration

Christine L. McGrath, Ph.D. Superintendent of Schools
Mr. John F. Quinn Business Manager
Dr. Joseph C. Walsh Assistant Supt, Curriculum & Instruction
K-8 Curriculum Coordinator
Dr. Michele DeAngelis Director of Student Services
Cheryl Porcaro Systemwide Team Chairperson
Thomas Lovett Data Processing Coordinator
Joan Dey Director of Food Services
Cynthia Basteri Director of Extended & Community Education Services

MEMORIAL HIGH SCHOOL

Anthony Romano, Principal
Robert Aylward, Assistant Principal
Dolores Sullivan, Assistant Principal

Department Head , Humanities - *Robert MacDougall*

ENGLISH

Carol Acone-Callahan
Jennifer Brooks
Elsa Marsh
Susan Patterson
Ginamarie Talford
John Weir, III
Joy White
Jacqueline Williamson

SOCIAL STUDIES

Brian Aylward
Robert Doolan
James Kastitis
Robert MacDougall
Robert Manzi
Sharon Milenavich
William Piscione
Dustine Puma
Nadine Sutcliffe

**Dept. Head, Mathematics, Science And Technology -
Gerald Rideout**

MATHEMATICS

Katherine Avila
Kathleen Aylward
Robert Brigida
George Economou
Annina Faraci
Christopher Martino
MaryBeth McGinn
Maureen McNamara
Elizabeth Papik
Roger Pilat
Gerald Rideout

SCIENCE

John Clarke
Edward Cremins
Susan Davis
Mary Herlihy
Patricia Lannon
Kathleen Mofield
Marilyn O'Brien
Patricia Pishock
Stanley White

COMPUTER SCIENCE

Sandra Bettencourt
Frances DeLucia
Susan Sullivan

Department Head, Fine Arts - *Donald Sullivan*

WORLD LANGUAGES

Henrietta Araujo
Michael Jane Buss
Leo Frechette (Consultant, Foreign Exch Prog)
Daniel O'Brien
Claire Piscione
Maureen Rideout
Jennifer Spaulding

ART

Daniel Rogacki
Agnieszka Sosnowska
Donald Sullivan

MUSIC

Roger Whittlesey

Department Head, Applied Arts - *Lawrence Basteri*

BUSINESS/MARKETING

Judith Berube
Dale Black

James Sullivan, Jr.

FAMILY AND CONSUMER SCIENCE

Gail Pollard

TECHNOLOGY EDUCATION

Lawrence Basteri
Joseph Frank

Department Head Guidance - *Elisabeth Gaffney*

GUIDANCE

Elisabeth Gaffney
Linda Hair-Sullivan
Brian Hickey
John Maloy

PHYSICAL EDUCATION

Steven Levine
Robert McCabe
Patricia Ryser

HEALTH

Karen Greenwood
Denise Saindon

LIBRARIAN

Gertrude Carey

IN HOUSE SUSPENSION

Joseph DelGrosso

SECURITY MONITOR

Kenneth Ryan

MEDIA

Joseph Dermody

JOHN W. WYNN MIDDLE SCHOOL

James McGuire, Principal
John Donoghue, Assistant Principal

TEAM 7A – *Roseanne Kolack, T.L.*

ENGLISH

Nancy Laws

SOCIAL STUDIES

Warren Yaeger*

MATH

Joanna Krainski*

SCIENCE

Cynthia Abate*

TEAM 7B - Cathleen Bilodeau, T.L

ENGLISH

Anthony Blandini

SOCIAL STUDIES

Anne Maloy

MATH

Cathleen Bilodeau

SCIENCE

Kathleen Connell

TEAM 7C - Stephanie Pagiavlas, T.L.

ENGLISH

Audrey Sobel

SOCIAL STUDIES

Stephen Prodanas

MATH

Geraldine Cummings

SCIENCE

Glen Osterman

TEAM 7D

ENGLISH/SOCIAL STUDIES

Julie DeRoche

MATH/SCIENCE

Frances Rouff

TEAM 8A – Brenda O'Brien, T.L.

ENGLISH

Brenda O'Brien*

SOCIAL STUDIES

Patricia Krol

MATH

Joanne Hession

SCIENCE

Lynne Woods

TEAM 8B –Kristina Rogers, T.L.

ENGLISH

John Bresnahan

SOCIAL STUDIES

Cheryl Witham

MATH

Sandra Barnett

SCIENCE

Kristina Rogers

TEAM 8C - Kimberly Bresnahan, T.L.

ENGLISH

Elaine Speros

SOCIAL STUDIES

James LeClair

MATH

Rosamond Malatesta

SCIENCE

Kimberly Bresnahan*

TEAM 8D

ENGLISH/SOCIAL STUDIES

John Byrnes

MATH/SCIENCE

James Pringle

ART

Gail Hamilton

MUSIC

Joseph Musumeci

INSTRUMENTAL MUSIC

Joseph Buckley

HEALTH

Robert McGrath

Maura Porter

WORLD LANGUAGES

FRENCH

Florence Souza*
Judith Palm

SPED – Sharon Moser, T.L.*

Shared with Ryan School (one half)

ALTERNATIVE CLASSROOM TEACHER

John Jarek

EXPLORATORY

Team Leader - Richard Otis

COMPUTERS / PHYSICAL EDUCATION

COMPUTERS

Bonita Hansberry*
Richard Zbieg

PHYSICAL EDUCATION

Erin McSheehy
Thomas Morrill
Susan Scofield

WRITING

Pam Koskey

LIBRARIAN

Maureen Kelley

GUIDANCE

Kelly McFadden
Linda Hair Sullivan

JOHN F. RYAN ELEMENTARY SCHOOL

Kevin McArdle, Principal
Karla Conway, Assistant Principal

TEAM 6A - Agnes Sacramone, T.L.

ENGLISH

Maureen Gropman

SOCIAL STUDIES

William Kirwin

MATH

William Buckley

SCIENCE

Dolores Sacramone

TEAM 6B - Thomas Conlon, T.L.

ENGLISH

Eileen Gardner

SOCIAL STUDIES

Thomas Conlon

MATH

Virginia Kirwin

SCIENCE

Robin Reading

TEAM 6C - Carol Sagro, T.L.

ENGLISH

Pamela McDade

SOCIAL STUDIES

George Kalarites

MATH

Brenda Regan

SCIENCE

Carol Sagro

TEAM 6D – Barbara Gillette-Manna, T.L.

ENGLISH

Joanne O'Brien

SOCIAL STUDIES

Edward Manzi

MATH

Barbara Gillette-Manna

SCIENCE

Christine Oliver

TEAM 5A

ENGLISH/SOCIAL STUDIES

Kathleen Henry

MATH/SCIENCE

Ann Read

TEAM 5B

ENGLISH/SOCIAL STUDIES

Karen Hodgson

MATH/ SCIENCE

Elizabeth Peterson

TEAM 5C

ENGLISH/SOCIAL STUDIES

Debra Cody

MATH/ SCIENCE

Frances Gath

TEAM 5D

ENGLISH/SOCIAL STUDIES

Richard Mousseau

MATH/SCIENCE

Patricia McDonnell

TEAM 5E

ENGLISH/SOCIAL STUDIES

Gus Jardin

MATH/ SCIENCE

Frederick Leahy

TEAM 5F

ENGLISH/SOCIAL STUDIES

Margaret Roberts

MATH/ SCIENCE

Albert Leclair

TEAM 5G

ENGLISH/SOCIAL STUDIES

Jayne Farnham

MATH/ SCIENCE

Pamela Shirkoff

TEAM 5H

ENGLISH/SOCIAL STUDIES

Robert Maloney

MATH/ SCIENCE

Elizabeth Robinson

ART

Diane Slezak

MUSIC

Marguerite Weidknecht

HEALTH

Kristi Flagg

COMPUTERS

Lisa Bailey
Barbara Jagla

TITLE I

Catherine Gagne

PHYSICAL EDUCATION

Ronald Drouin
James Manley
Erin McSheehy (one half)

WORLD LANGUAGES

Susan Gagnon

READING

David Mullen
Kimberly Stone
Lisa Zullo

LIBRARIAN

Mary Eldringhoff

SPED – Sharon Moser, T.L.* (One-Half)

HEATH BROOK SCHOOL

Pauline King, Principal
Carole Gallo, Head Teacher

Kindergarten

Linda Austin
Kathleen Ford
Kristi Rodgers

Grade 1

Joan Ciambella
Heather LeBlanc

Helen Matysczak
Joanne Morrissey
Maureen Whitehead

Grade 2

Diane Davos
Dorothy Foley
Susan LaMotte
Brenda McWilliams

Grade 3

Adrienne Ernest
Elaine Fiske
Lori Hyland
Jaime Lane
Mary (Molly) Linnehan)

Grade 4

Chris Hassan
Marcia Kalarites
Mary Loosen
Angela Marshall
Loren Vella

Chapter I - Reading

Julie Flanagan

LOELLA F. DEWING SCHOOL

Loreen Bradley, Principal
Geraldine Rubico, Head Teacher
Stella Sullivan, Head Teacher

Kindergarten

Dolores Harrison
Maureen McSheehy
Geraldine Rubico

Grade 1

Patricia Belmonte
Lisa Cournoyer
Maryelle Hirtle
Claire Reed
Patricia Strati

Grade 2

Maureen Kane
Jane Kelley
Shirley Sanford
Carole Sullivan
Shelley Terris
Barbara Vitallo

Grade 3

Maureen Buckley
Mary Lou Morris
Mary Ann Primerano
Patricia Tellier
Rose White

Grade 4

Karen Cintolo
Lisa Parker
Sandra Ryan
Jeanne Selissen
Michelle Sickorez

LOUISE DAVY TRAHAN SCHOOL

George Paul, Principal
Christine Themeles, Head Teacher

Kindergarten

Jennifer Marcella
Kathleen Mootrey

Grade 1

Maureen Jackman
Donna Mooney
Ann O'Hara
Betty Themeles

Grade 2

Catherine Brimer
Shannon Demos
Christine Themeles

Grade 3

Trudi Hennemuth
Karen Ware
Elizabeth Zambella

Grade 4

Patricia Dias
Joan Friedman
Barbara Krueger
Judith Middleton

Chapter I

Catherine Gagne

NORTH STREET SCHOOL

Ralph Natola, Principal
Marjorie Conlon, Head Teacher

Kindergarten

Linda Austin
Marjorie Petalas

Grade 1

Ann Conlon
Teresa Enos
Sheila Gurry
Rita O'Sullivan
Catherine Ventura

Grade 2

Deborah Brewin
Elizabeth Krzesinski
Elaine Maxwell
Denise Morandi

Grade 3

Mary Lou Adams
Alma Davis
Cassandra Edell
Raymond Loosen

Grade 4

Marjorie Conlon
Robert Cullen
Kim Gagnon
Eugene Sdoia

Title I

Heidi Ross

ELEMENTARY SPECIALISTS**Elementary Librarian**

Jamie Foss

Reading Specialists

Sara DeOrio - North Street
Gloria Graves - Trahan
Susan Lachance - Heath Brook
Cathy Ronan - Dewing

Elementary Art

Linda Malone - Heath Brook/Trahan
Sue Gilbert - Dewing/North Street

Elementary Music

Andrea O'Donnell - Trahan/Heath Brook
Marie Maranville - Dewing/North Street

Elementary Physical Education

David Marcus - Heath Brook/Trahan
Jodi Higgins - Dewing/North Street

Health Educator

Mary Laffey

Gifted & Talented Resource Teacher

Roamond Dorrance

Behavior Management Facilitator

Robert Ware

Attendance Officer

George Hazel

SPECIAL EDUCATION DEPARTMENT**School Adjustment Counselors and School Psychologists**

Dr. Frederick Penza - High/Middle
William Traveis - Middle School
Helen Lewis - Ryan
Stella Sullivan - Dewing
Mariellen Nastasi - Heath Brook/Trahan
Ana Bonin - North St/Dewing
Rori Brodsky - Trahan/Heath Brook

Speech Therapists

Lisa Manzelli - Dewing/Ryan
Alison Okun - Dewing/High/Middle
Stefanie Waitte - Heath Brook/High/Middle
Jan Fuller - Ella Fleming
Kelly Hughes - North/Trahan

Early Childhood Specialist

Lisa Marcheterre - Ella Flemings School
Patricia Keddie - Ella Flemings School
Donne Greene - Ella Flemings School

P.D.D.

Patricia Martel - Trahan

Physical Therapist

Jennifer Merrill - Systemwide

Occupational Therapist

Gail Bliss - Systemwide

English as a Second Language Tutor

Mary DiCiaccio

Moderate Special Needs Specialists

Mary Beth Aiello - Heath Brook School
Kathleen Anderson – Ryan School
Karen Bancroft - Heath Brook
Antonette Byrnes – Middle School
Emily Cotter - Dewing School
Eleanor Edelstein – North Street Middle
Nancy Farrey-Forsyth – Middle School
Colleen Ferrarini – Dewing
Judi Foley - Ryan School
Carole Ann Gallo – Heath Brook School
Donna Graham – Ryan School
Sarah Hogan – Middle School
Lisa Hughes – Dewing School
Gretchen Hummerich – Ryan School
Kim Hynes - Ryan School
Kaspar Kasparian – Middle School
Mary Kennedy – High School
Carolyn Kibbe – High School, Hearing Imp.
Roseanne Kolack – Middle School
Kimberly LaFland – Heath Brook (Kind)
Denise LaFrance – Dewing School
Donna LeCam – Dewing School
Mary Manseau – Trahan/Middle School
Kristin McAndrew - High School
Patrick McAndrews – High School
Jane Mulcahy – Heath Brook School
Mary Elizabeth Nee – Heath Brook School
Stephanie Pagiavlas – Middle School
Julie Paris – Ryan School
Elaine Riley – High School
Sharon Moser – Middle/Ryan Schls* Cs Mgr
Scott Winters - Ryan School

EDUCATIONAL SUPPORT STAFF

Certified Aides

Elinor Beloin - Spec Needs - Dewing Inclusion
Nancy Boyle – Dewing, Grade 1
Mary Jane Bucci - Voc Spec Needs Aide-H.S.
Kara Buckley – Special Needs, Middle School
Elaine Carl - Special Needs, Middle School
Elaine Cicoella - Ella Flemings School
Paula Curtain – Ella Flemings School
Alison Dixon - Special Needs - Middle
Joanne Elwell - Spec Needs, Heath Brk School
Diane Francis – Dewing Grade 1
Marcia Freeman – Special Needs, Heath Brook
John Gallant – Special Needs T. M. H. S.
Kimberly Hillson - Special Needs, Ryan Schl
Andree Johnson - Special Needs, Dewing
Pamela Lussier - Ella Flemings School
Krista Metivier – Ryan School
Anne Murphy - Special Needs, Dewing School
Lois Murphy - Spec Needs - Heath Brk Inclusion
John O'Brien - Special Needs - High School

Danielle Setterlund - Ryan
Jennifer Siopes – Heath Brook Incl
Ted Skinner –Special Needs, TMHS
Maria Skoropowski - Spec Needs, High School
Micaela Stuart - Spec Needs - Dewing Incl.
Heather Sullivan – Learning Center, H. S.
Nicole Whitehouse – Trahan (P.D.D.)
Computer Aide – H. S.

Non-Certified Aides

Linda Beaulieu – Kind. Aide - North St.
Rita Boudreau – Kind. Aide - Heath Brk
Janet Davis - Kindergarten Aide - Heath Brook
Gale Durkin - A.V. Aide - High School
Judith Fitzgerald - Kindergarten Aide - Trahan
Jane Juszkievicz – Kind. Aide - Dewing
Mary Lazzara – Kind. Aide - Heath Brk
Mary Morris - A.V. Aide - Middle School
Kathleen Penney - Spec Needs Heath Brook
Margaret Smith - Kindergarten Aide - Dewing

School Nurses

Colleen Dutile
Judith Hopkins
Linda House
Monica McBride
Sandra Miller - Assoc Nurse
Marcia Osterman
Beverly Robinson
Elaine Walsh

Library Aides

Lynette Allen – North Street
Eileen Coombes – North Street
Ann Donnelly - Heath Brook
Judith Dziadosz - Ryan School
Martha Feran – Trahan
Patricia Fothergill – High School
Marilyn Fowler - Middle School
- High School/Middle School
Diane Hughes – North Street
Barbara Keefe - Dewing
Evelyn McCabe - Trahan
Mary Nawn - High School
Mary Tozłowski - Dewing

School Secretaries

Jean Aylward
Kathy Baker
Jeanne Blackstone
Rose Cochran
Judith Colman
Paula Coppola
Anne Duncan
Julie Fortier
June Fowler
Joanne Kearns
Louise Kelley

Mary Maguire
 Eileen Mahoney
 Kelly Mercier
 Patricia Meuse
 Patricia Napoli
 Dorothy Peach
 Valerie Rogers
 Anita Sartori
 Barbara Sullivan
 Deborah Sullivan
 Nancy Thompson
 Elaine Tower
 Nancy Torname - Medicaid Clerk

Food Service Workers

Maureen Bedard
 Elaine Bennett
 Linda Carter
 Barbara Curtin
 Carolyn DeSisto
 Lynn DeVoe
 Judith Dickinson
 Anna Dobbin
 Sandy Eithier
 Anna Gaudette
 Gladys Goldstein
 Denise Guiliani
 Nancy Houmiller
 Rosemary Indelicato
 Joyce Kling
 Carol Lennon
 Patricia London
 Lorraine McPhee
 Dolores Montecalvo
 Mary Beth Morello
 Yvette Payne
 Grace Petkiewich
 Patricia Reale
 Patricia Rollka
 Elizabeth Ryder
 Kimberly Sheehan
 Kathy Sholl
 Deanna Simmons
 Barbara Stevens
 Laura Sullivan
 Holly Tellier
 Janice Woodman

Maintenance and Custodial Workers

James Sharkey, Maintenance Foreman
 Gary Ballou - Middle
 Joseph Burke - Heath Brook
 Michael Carey - Heath Brook
 William Catherwood - Middle
 Charles Coughlin - High Schl
 William Cuskey - Middle*
 Jorge DaSilva - North St.
 Henry Dewing - High Schl
 Benjamin Dobbin - High Schl/Cent

Lynne Dykeman - Dewing
 Richard Fallon - Ryan
 Thomas Gilbride - Maintenance
 George Greenman - High Schl*
 David Harrington - High Schl
 John Hynes - Maintenance
 John Laffey - Middle
 Charles LeSage - Dewing*
 Bruce McDonald - High Schl
 Fred Mainey - Ryan
 Jon Marchand - Dewing
 Louis Marion - Maintenance
 Daniel Martin - Middle
 Joseph McCann - North St.*
 Robert McCarthy - Dewing
 Terrance Neal - Ryan
 Richard Newton - High Schl
 Roy Osterberg - Middle
 Donald Page - Middle
 Ronald Page - Dewing
 Joseph Rice - Trahan
 Bradford Schofield - North Street
 James Shimkus, Jr. - Dewing
 Phillip Stone - Maintenance
 Richard Stronach - Dewing
 Sean Sughrue - TMHS
 Barry Sullivan - Ryan*
 Peter Thullier - Trahan*
 Keith Wilson - Ryan
 William Wilson - Ryan

Matron

Janet Hubert - Ryan
 Nancy Teas - Middle
 Sandra Ryan - High School

Shawsheen Valley Regional Vocational / Technical High School District

The Shawsheen Valley Regional Vocational/Technical School District is pleased to submit its 2000 Annual Report to the citizens of Bedford, Billerica, Burlington, Tewksbury and Wilmington. Located on Cook Street in Billerica next to the Towns of Burlington and Wilmington, we celebrated our 31st anniversary offering quality vocational technical education to area youth and residents.

The District is governed by a ten-member, elected School Committee empowered by the Massachusetts General Laws and by a Regional Agreement among the five member towns. Elected representatives of the Regional School Committee

include: Mark Trifiro and Don Drouin from Bedford; Kenneth L. Buffum, Vice Chairman, and Bernard F. Hoar, Treasurer, from Billerica; John P. Miller, Chairman, and Alfred Verrier from Burlington; J. Peter Downing and Patricia W. Meuse from Tewksbury; and James M. Gillis, Secretary, and Robert G. Peterson from Wilmington. Charles Lyons is Superintendent/Director of the District, serving in that capacity since 1987.

Shawsheen Valley Technical High School is one of twenty-seven regional vocational technical school districts in Massachusetts. Eleven hundred and fifty high school students were enrolled in Shawsheen Tech's day school programs in October of 2000. Over eight hundred adults also participated in Shawsheen Tech's adult and continuing education courses.

The high school graduating class of 2000 numbered two hundred twenty-five seniors. Sixty-seven percent of these alum's secured employment in their respective professions immediately after graduation; seventeen percent elected to pursue further education in post secondary institutions; and two percent joined the armed services. The placement statistics for this class are among the highest of the twenty-seven other regional vocational technical schools located in the Commonwealth.

Shawsheen Tech has articulation agreements with eleven area colleges, all of who grant students college credit for the work they complete during high school. Known as the "Tech Prep" program, this unique approach further develops career paths for high school students, maximizes student interest to obtain advanced degrees in emerging technical areas, and assures students a career educational path that is both relevant and rewarding. Industry leaders and educational professionals throughout the United States have applauded and emulated Shawsheen Tech's "Tech Prep" program.

In addition to this innovative program, Shawsheen Tech expanded its partnership with area institutions in 2000 by developing a dual-enrollment program with Middlesex Community College. Underwritten by the Department of Education, this program allows students to receive both high school and college credit for after school courses taken at Middlesex Community College in Bedford, MA. Sixteen upper class students have taken foreign language courses at Middlesex Community College.

Committed to Student Interests and Special Talents

Three hundred and twenty of three hundred and ninety ninth-grade applicants entered Shawsheen Tech last fall as inquisitive learners. Interest in attending Shawsheen Tech is so high that the school found it necessary to establish a waiting list of students for the first time in a decade. Shawsheen Tech students attend vocational/technical classes and academic classes during alternate weeks. Commencing at the beginning of the school year, the initial ninth-grade vocational/technical experience comprises the exploration of fourteen of this school's nineteen vocational/technical occupations. Parents and students are entitled to select eight of the fourteen

explorations. All students at Shawsheen Valley Technical High School participate in challenging academic and vocational technical course work appropriate for future aspirations. The career preparatory focus of Shawsheen Tech's educational program includes college preparatory course work.

During April of their freshmen year, students select a vocational/technical profession in which they will major for the next three and a quarter years. Those who select Plumbing or Electrical will earn at least fifteen hundred-hours towards their requirement for a journeyman's license after graduating from high school. Those who select Cosmetology will acquire the thousand-hour trade experience needed to take the state examination. Program offerings range from highly technical (e.g. Health Careers, Telecommunications, and Electrical) to challenging vocational (e.g. Culinary Arts, Graphic Arts, and Welding) programs. The public is invited to contact the Guidance Department at (978) 671-3613 for a catalog of Shawsheen Tech's diverse program offerings.

By the fall of their senior year, many students begin initial employment as either apprentices or co-op interns with local companies during their shop week. Over three hundred area businesspersons serve on Shawsheen Tech's Craft Advisory Committees ensuring our curriculum, content, and technology is up-to-date. The local businesspersons who meet twice each year with Shawsheen Tech administrators are among the first to hire graduates from programs that they have had a part in developing.

Shawsheen Tech students participate in a wide variety of extra curricular activities such as the National Honor Society, the School Yearbook, the Student Newspaper, the World Wide Web Club, Peer Leaders and the Student Council. Providing opportunities for students to showcase their vocational technical skills at local, state, national and international competitions, Skills USA VICA is the most popular co-curricula activity. Fourteen students participated in the national competition in Kansas City in late June of 2000. Culinary Arts student, Mary Theresa Tringale, a resident of Billerica, was elected President of the Massachusetts VICA for the 2001-2001 school year.

During the 1999-2000 academic year, over 345 students participated in interscholastic athletics, capturing Commonwealth Conference Championships in softball, football and basketball and cheerleading. In addition to league championships, the football and basketball cheerleading squads won the State Division II North titles. The spring track team won the freshman/sophomore league meet championship. The girls' swim team won the league meet championship. The boys' soccer, girls' basketball, boys basketball and softball teams qualified for state tournament play.

In individual competition, 145-pound wrestler Robert Cassidy, a resident of Billerica, won the Division I State title and the All-State title and finished second in the New England Tournament. Cassidy was afforded a major scholarship and was admitted to Brown University in the fall of 2000.

Shawsheen Tech was the recipient of the Nathan Aldrich Memorial Award from the Basketball Referees' Association as the school that most exemplifies the highest degree of sportsmanship, character and ethics amongst its players, coaches and spectators in the conduct of its Basketball program.

Shawsheen Tech continues to assess individual learning progress internally through the administration of standardized testing, final examinations and performance assessments. Shawsheen Tech leads the way in advocating for a national assessment that will recognize the attainment of occupational knowledge and skills. Members of the school leadership team are actively engaged in the creation of occupational-proficiency and occupational-mastery standards that will provide evidence of learning progress and the graduation eligibility for students enrolled in vocational technical schools.

During the 1999-2000 school year, the School Council, co-chaired by Assistant Superintendent-Director/Principal Robert Cunningham and parent Bonny Smith, approved the initial school budget prior to submission to the School Committee and endorsed a new School Improvement Plan detailing Shawsheen Tech's curriculum standards, student attitudes for success, guidance services, communication, parent involvement, and building needs. Minor language changes regarding discipline policy and procedures were made in the student handbook. Thanks to the efforts of the School Council, the school store has become fully operational and is now visited daily by parents, staff and students. The store was particularly active during the holiday season. The Council had recommended landscaping to the school property, which has vastly improved its appearance. Mr. Cunningham greatly appreciates the tireless efforts of the School Council members, particularly parent Bonny Smith and English teacher Margarida Mello.

Professional Development is a year-round program at Shawsheen Tech. The staff is surveyed every February for input on school needs. The Professional Development Committee meets to design a one-year plan for the School Committee's approval in April of each school year. The past three years Shawsheen Tech held a four-day Summer Institute Training Program. Over eighty teachers participated each summer.

Student Services expanded its staff during the past three years with the addition of a social worker in the Dean of Students' office and an Alternative Education Coordinator.

Shawsheen Tech is the only high school in the area offering students' dances on a regular basis. We recognized over six hundred students and their families last year in our Citizenship Banquet Program. We hold a ninth and tenth grade parent social at the Elks' Club in Billerica at the beginning of the school year. Ten years ago, we initiated an all-night senior party at the school following senior graduation in June.

Special Activities in 2000

Attention continues to be paid to improving informational resources for parents and students. A new Career and College Planning Handbook was developed. The Guidance Department offered a special Career and College Planning night to present the information in this new Handbook. The Program of Studies was revised with input from parents on the Parent Advisory Council and the School Council.

A Teacher Mentor Program was planned and implemented. Each newly hired teacher was paired with a veteran teacher from the staff to assist and support him/her during their first year at Shawsheen Tech. The Teacher Mentor Program was strengthened by adding a position of Teacher Mentor Coordinator and by including a professional development-training component for all teachers who wish to serve as mentors.

Collaborative decision-making has expanded with working committees meeting regularly during the school year to act on technology issues and professional development offerings. In the fall of 2000, a Curriculum Council was convened. This group further broadened input on educational improvement issues. There are eighteen voting members on the Curriculum Council representing all educational programs. The Curriculum Council meets every month.

The content and sequence of all mathematics courses was revised in order to improve opportunities for all students to acquire the mathematics skills necessary to attain state graduation requirements. All students, regardless of previous difficulties in mathematics, now have an appropriate route to challenging and relevant mathematics courses. Algebra I is now offered in all four years at Shawsheen Tech. A greater emphasis is placed on teaching algebra in context with applications to vocational technical programs.

Shawsheen Tech's vocational teachers and academic teachers joined forces to target the need to help students improve mathematics skills. An after-school program was designed to teach ninth and tenth grade students how to approach and offer resolution to the open-response questions they will face on the mathematics MCAS test.

Modernization and improvement of Shawsheen Tech's science laboratories continued. A considerable increase in active learning in science classes was realized as a result of these improved instructional areas.

Shawsheen Tech's faculty members Leah Marquis and Margarida Mello were recognized for their exceptional educational contribution in the area of technological applications. Ms. Marquis and Ms. Mello receive daily accolades from teachers across the globe for creating web sites that enhance the teaching of popular literature. These two Shawsheen Tech English teachers were also recognized by the National Council of Teachers of English and invited to present at the NCTE Annual Conference.

Efforts continue to see performing arts at Shawsheen Tech take hold. Erica Gemellaro, Class of 1999, performed the National Anthem on her classical violin at a truly spectacular graduation ceremony in June. Piano, guitar and vocals have enriched school activities from football games to daily lunches. A Performing Arts Club began under the advisorship of Mrs. Kate Maniscalco.

Our Building and Grounds personnel undertook several major projects. Those included the installation of a surveillance system throughout the school, the facilitation of a new fitness center, and the installation of outside doors and roof top units.

The Finance Office instituted a new financial system for payroll and accounts payable.

Consistent with its history of significant innovation, the Computer Services Department:

1. Experienced no significant Y2K problems.
2. Put 75+ new computers on the network.
3. Concluded integration of districts copier by putting Canon Color Pass copier on network.
4. Certified a network manager in Intrusion detection and implemented numerous security upgrades to our network, including centralized virus protection.
5. Conversions of 200+ PC's to Windows 2000.
6. Upgraded office software to Microsoft Office 2000.
7. Implemented 4 new servers including new financial server and 2 new Sun Servers
8. Put Galileo's Universe web site and CurriculumUnits.com on-line.
9. Implemented a new client/server, graphical, object oriented Student Software, including scheduling, grades, attendance, discipline, exploratory system, statistical analyses, testing and state of Massachusetts SIMS reporting.
10. Implemented problem tracking and management system.

Graphic Arts: The Graphic Arts program is now affiliated with the Graphic Arts Education and Research Foundation. The curriculum has been redesigned to meet Print Ed standards. A new piece of equipment was added to the shop to allow color printing. The printer is called a Heidelberg PrintMaster 46-2. Tom Struthers from Wakefield was added as an instructor to replace Dan Grant. Tom has quickly acclimated himself to the students and the shop.

Technical Illustration: The number of students has been increased because of the high demand for the shop by incoming freshmen. A new instructor has been added, Mike Azevedo, who comes with a wealth of experience, from the New Bedford area. A new piece of equipment, called a Roland Camm - 1 24-inch sign cutter/plotter, was added to the shop. Students are actively involved in designing advertising campaigns utilizing Adobe Photoshop and the results are amazing.

Internet Technology: Two of our instructors have been certified to teach the first two of four sections leading to

national certification in networking by Cisco Systems with the two highest grades of the entire class. Hats off to Joe Guarino and new instructor Alan Warren for a job very well done. They will complete the next two sections in the summer. The students are excited and have all passed the first section of the program leading to their certification. The new equipment purchased in order to become a Cisco Academy and to run the program include: six new routers (2501 and 2514), four switches Cisco Catalyst (1900 and 3500) and one-HP Network Test Equipment. A new networking lab has been added to the department in room 513. The program in Web Page Design has also been upgraded. A new Tech Prep articulation agreement with Middlesex Community College has been established. We were fortunate to obtain the services of Alan Warren as a new Internet Technology instructor. He is rich in industry experience.

Auto Body/Automotive/Diesel: All shops in the Transportation Cluster now meet NATEF national standards. A new computer was added to Autobody, as students in the cluster must now obtain the computer skills necessary to check the web for upgrades on car motors, transmissions, etc. A computer lab for automotive students is in operation next to the related room. Software on automotive technology has been added to increase students' knowledge and keep them up to the "state of the art" technology.

Machine Shop / Metal Fabrication: NIMS sent a team to Shawsheen Tech for two days to see if this school met national accreditation standards. We were recently notified that we have met all the requirements and will be receiving full accreditation in the spring. A new instructor, Joe Barrett from Billerica, has joined the staff. He comes with over 20 years of experience at Raytheon and has taught at Wentworth Institute. The students will really benefit from Mr. Barrett's recent experience in industry.

Cosmetology: The Lead Teacher, Phyllis Mario, has been named to the advisory board for Clairol Resource Center, Creative Connection. She has been nominated for Who's Who in American (Education).

Masonry: They recently acquired a Work Pro Mover to increase the productivity and time on task of laying brick and block for the Masonry students. At Open House the students and staff created a beach scene with a beautiful lighthouse. The results showed the creative part of Masonry. The patio area is being redone this year and the Masonry students and staff did an outstanding job laying the brick in a creative design.

Air Conditioning and Refrigeration: Two exciting new programs have been instituted along with EPA exams to accommodate co-op seniors for job placements. In the 200-2001 year, computer skills have been integrated in the HVAC Program through "Energy Management Software System (Computerized Electrical Controlled Equipment)". They will continue utilizing the technology by adding new "Manuel J. Software" this year. The new programs will enable our students to learn how to calculate the heating and cooling

loads of buildings as well as designing the system for these buildings. New curriculum has been written for troubleshooting and installing new high efficiency furnaces that have arrived this year. The new program should result in 100% employability for students who are successful in the program.

Health: A new instructor, Nanci MacKenzie from Tewksbury, was hired in the Health Technology Program. Nanci was a substitute teacher at Shawsheen Tech both in the Health Shop and in the Nurse's Office. The senior students are finishing their externships at area medical facilities and all have obtained Co-op positions.

Skills USA-VICA: There were many district and state gold medalists in the Skills USA-VICA. Shawsheen Tech was well represented in the national competition in Kansas City. They were in the top 10% in the country in the Health Knowledge Bowl, Diesel Mechanics, the Total Quality Management Team and Technical Illustration. A VICA rally was held for the first time on the football field to give the district winners an appreciative and supportive send off to their state competition.

Vocational / Technical Class Day: A Class Day was held for the first time during Graduation Week for the seniors. At this time, shop awards were given to deserving students by their Department Heads. Students sat by shop and really enjoyed seeing awards such as the "unsung hero" award given to their classmates. Recognition was also given to shops for their outstanding community service. A tradition was started and we will continue this year by inviting parents, staff and special guests.

Certificate of Occupational Competency: All vocational/technical teachers are in the process of writing competencies for each grade level. Curriculum is being updated to go along with each competency and mathematics and writing skills are being integrated into the shop and related curriculum.

Community Projects

Culinary: Mary Theresa Tringale, a member of the Culinary Arts Department, has been elected President for the state of Massachusetts – Skills USA – VICA. This is quite an honor and the first time a student from Shawsheen Tech has been president of the state organization. Her training for the position has already taken her to the nation's capital for training. The bakery made over one thousand pies for Thanksgiving with many of them given to charity. A new low calorie meal has been available at lunchtime for all the teachers involved in Weight Watchers. Ms. Meg Costello is the new Lead Teacher in the Culinary Arts Department.

Habitat for Humanity of Greater Lowell Inc.: We have entered into an agreement in conjunction with the Town of Billerica with Habitat for Humanity of Greater Lowell, Inc. to build a new affordable house. All of the construction trades will be involved including carpentry, masonry, electrical and plumbing.

Conclusion and Acknowledgement

The Shawsheen Valley Technical High School District School Committee, staff, and students gratefully appreciate the support they receive from the residents of the five member communities. The Shawsheen Tech family especially thanks the local Town Managers, Finance Committees, and Town Meetings for their continued financial support, ensuring the highest quality in vocational technical training opportunities for area youth.

FINANCES

Treasurer-Collector

*Board of Assessors
Town Employee Earnings*

Auditor's Report

Treasurer-Collector

Honorable Citizens of Tewksbury

I submit herewith the annual report and the financial figures of the 2000 fiscal year for the office of Treasurer/Collector.

The percentage and manner of the tax collection continues to be very good and well conducted. The town's outside auditors' report considers our finances to be in sound shape and professionally handled by this office and the auditing department and without any material weaknesses.

We have completed a successful first year in our new modern and comfortable offices at the Town Hall Annex and have found them to be well suited to our needs and conducive to accommodating the public. Our thanks once again to the citizens and officials who supported this much needed and well done location change.

The quarterly billing and mailing of the Real Estate and Personal Property Tax bills and the staggered billing and collection of the water/sewer charges remains very effective in providing us with a solid uninterrupted cash flow and a reasonable spacing of the related work load.

The full implementation of the Munis system continues to be our most challenging and time consuming objective. We do expect that some anticipated upgrades and enhancements will significantly improve our ability to utilize programs more easily and with less effort and time.

As I head into the final year of a fifteen year term as your Treasurer/Collector, I am taking this opportunity to thank the vast majority of the citizens who cooperatively, timely and graciously pay their bills and taxes for the common benefit of the town and our residents.

Viewing the office as it was in 1987 and as it exists now, one can readily see the vast improvements that have taken place not only in its' physical appearance and functionality but more importantly in the services and record keeping provided and the manner in which they are accomplished and presented.

While I take some pride in our progress and owe you and many of the town offices and officials a debt of gratitude for these advancements, it is to the employees of the

Treasurer/Collector's Office, past and present, that I am truly indebted for the office's success.

I have been fortunate to be part of a capable, hardworking, co-operative team.

We want to continue to serve you and assure you that this office is accessible and receptive to the townspeople. Please come in to the Town Hall Annex at 11 Town Hall Avenue or call us, David Sullivan, Betty Johnson, Dottie Lightfoot, Janet Smith, Lorraine Langlois, Debbie Gath and Colleen Williams at (978) 640-4340. Weekday hours are 8:30 AM to 4:30 PM and Tuesday evenings 7:00 PM to 8:30 PM. For questions and information regarding water and sewer matters visit or call Bill Blakeney at the Annex during weekday hours or telephone (978) 640-4350.

Respectfully Submitted,
Warren R. Carey
Treasurer/Collector

TREASURER'S CASH

| | |
|---|-------------------------|
| CASH ON HAND JUNE 30, 1999 | \$15,156,715.69 |
| ACCOUNTS PAYABLE (RETIREMENT & SAVINGS BONDS) JUNE 30, 1999 | (\$68,386.21) |
| JOURNAL ADJUSTMENTS | -0- |
| RECEIPTS TO JUNE 30, 2000 | \$87,649,075.01 |
| | <u>\$102,737,404.49</u> |

| | |
|---|------------------------|
| PAID ON WARRANTS TO JUNE 30, 2000 | (\$88,507,190.45) |
| ACCOUNTS PAYABLE (RETIREMENT AND SAVINGS BONDS) JUNE 30, 2000 | \$95,934.65 |
| BALANCE JUNE 30, 2000 | <u>\$14,326,148.69</u> |

DETAIL OF DEBT OUTSIDE OF THE DEBT LIMIT

| | |
|---|------------------------|
| SCHOOL PROJECT-CHAPTER 645, ACTS OF 1948 | \$7,019,000.00 |
| WATER PROJECT-GENERAL LAWS, TER ED CHAPTER 44 | \$8,215,046.00 |
| SEWER PROJECT-GENERAL LAWS, CHAPTER 44 | \$630,000.00 |
| | <u>\$15,864,046.00</u> |

STATEMENT OF TOWN DEBT FISCAL YEAR BASIS

| | |
|------|------------------------|
| 2001 | \$3,358,152.69 |
| 2002 | \$3,350,239.18 |
| 2003 | \$3,362,513.44 |
| 2004 | \$3,154,886.44 |
| 2005 | \$3,132,515.49 |
| 2006 | \$3,030,210.03 |
| 2007 | \$2,369,031.07 |
| 2008 | \$2,287,985.29 |
| 2009 | \$2,116,222.06 |
| 2010 | \$2,009,605.51 |
| 2011 | \$2,008,201.29 |
| 2012 | \$1,926,899.49 |
| 2013 | \$1,860,830.03 |
| 2014 | \$1,864,876.99 |
| 2015 | \$1,624,176.83 |
| 2016 | \$1,623,643.01 |
| 2017 | \$1,603,245.98 |
| 2018 | \$1,150,000.00 |
| 2019 | \$785,000.00 |
| 2020 | \$485,000.00 |
| | <u>\$43,103,234.82</u> |

STATEMENT OF INTEREST FISCAL YEAR BASIS

| | |
|------|------------------------|
| 2001 | \$2,120,257.26 |
| 2002 | \$1,920,682.27 |
| 2003 | \$1,736,161.31 |
| 2004 | \$1,554,847.27 |
| 2005 | \$1,398,756.65 |
| 2006 | \$1,244,330.34 |
| 2007 | \$1,096,080.88 |
| 2008 | \$994,001.93 |
| 2009 | \$896,133.13 |
| 2010 | \$803,555.43 |
| 2011 | \$712,926.71 |
| 2012 | \$622,780.99 |
| 2013 | \$534,613.58 |
| 2014 | \$446,789.04 |
| 2015 | \$363,765.90 |
| 2016 | \$285,514.61 |
| 2017 | \$206,756.25 |
| 2018 | \$132,814.99 |
| 2019 | \$71,379.99 |
| 2020 | \$28,130.01 |
| | <u>\$17,170,278.54</u> |

CASH AND SECURITIES IN CUSTODY OF TOWN TREASURER AS OF JUNE 2000

| | |
|------------------------------------|---------------------|
| CONSERVATION | \$104,750.26 |
| FOSTER SCHOOL FUND | \$18,692.31 |
| PIERCE ESSAY FUND | \$1,234.18 |
| CEMETERY PERPETUAL CARE FUND | \$17,387.59 |
| STABILIZATION FUND | \$167,552.04 |
| FAIRGRIEVE MEMORIAL FUND | \$381,053.01 |
| MAHONEY FAMILY REWARD FUND | \$1,417.64 |
| | <u>\$692,087.23</u> |

TAX COLLECTOR

| <u>REAL ESTATE</u> | <u>F/Y 2000</u> | <u>F/Y 1999</u> | <u>F/Y 1998</u> | <u>F/Y 1997</u> | <u>Prior Years</u> |
|---------------------------|------------------------|------------------------|------------------------|------------------------|---------------------------|
| COMMITMENTS | \$31,640,812.67 | | | | |
| O/S 7/1/99 | | \$514,041.13 | | | |
| COLLECTIONS | \$30,848,865.37 | \$526,468.00 | 3,278.71 | \$543.09 | |
| ABATEMENTS | \$210,194.27 | \$74,981.17 | \$7,289.60 | | |
| REFUNDS | \$26,670.26 | \$92,314.71 | \$7,289.60 | | |
| ADDED TO T.T. | \$106,289.89 | \$67,670.12 | | | |
| ADDED TO T.P. | \$2,538.20 | | | | |
| TAXES IN LITIGATION | | \$2,796.57 | \$3,278.71 | | |
| MISC ADJ | (\$3,970.11) | | | \$543.09 | |
| BALANCE 6/30/00 | \$495,625.09 | (\$59,966.88) | \$0.00 | \$0.00 | |

WATER/SEWER/SEWER CONN LIENS

| | | | | | |
|---------------------------------|--------------------|-----------------|-----------------|--|--|
| COMMITMENTS | \$377,269.67 | | | | |
| O/S 7/1/99 | | \$41,273.55 | | | |
| COLLECTIONS | \$322,633.45 | \$32,437.62 | \$266.90 | | |
| ABATEMENTS | \$831.91 | | | | |
| REFUNDS | | | | | |
| ADDED TO TT | \$7,167.11 | \$9,075.19 | | | |
| ADDED TO T P | | | | | |
| TAXES IN LITIGATION OR DEFERRED | | | | | |
| MISC ADJ | \$332.86 | \$565.38 | \$454.19 | | |
| BALANCE 6/30/00 | \$46,970.06 | \$326.12 | \$187.29 | | |

PERSONAL PROPERTY

| | | | | | |
|------------------------|--------------------|-------------------|--------------------|--------------------|--------------------|
| COMMITMENTS | \$1,793,049.40 | | | | |
| O/S 7/1/99 | | \$26,847.36 | \$13,540.58 | \$15,058.78 | \$12,922.67 |
| COLLECTIONS | \$1,752,472.76 | \$23,344.78 | \$900.17 | \$1,231.22 | \$2,288.03 |
| ABATEMENTS | \$8,430.99 | | | | |
| RESCINDED ABATEMENTS | | | | | |
| REFUNDS | \$3,855.33 | \$238.90 | | | \$1,122.93 |
| MISC ADJ | \$1,725.77 | | | | |
| BALANCE 6/30/00 | \$37,726.75 | \$3,741.48 | \$12,640.41 | \$13,827.56 | \$11,757.57 |

MOTOR VEHICLE EXCISE

| | | | | | |
|------------------------|---------------------|--------------------|--------------------|--------------------|----------------|
| COMMITMENTS | \$2,482,540.54 | | | | |
| ADD'L COMMITMENTS | | \$429,352.53 | \$12,628.49 | | |
| O/S 7/1/99 | | \$289,050.27 | \$35,104.98 | \$19,151.19 | |
| COLLECTIONS | \$2,094,141.10 | \$668,639.13 | \$31,134.97 | \$6,055.38 | \$4,414.65 |
| ABATEMENTS | \$49,813.19 | \$45,708.74 | \$3,943.24 | \$467.50 | |
| REFUNDS | \$2,008.31 | \$31,293.53 | \$1,721.58 | | \$17.50 |
| RESCINDED ABATEMENTS | | | | | \$4,369.42 |
| MISC ADJ | \$206.18 | \$54.83 | (\$23.00) | | |
| BALANCE 6/30/00 | \$340,800.74 | \$35,403.29 | \$14,353.84 | \$12,628.31 | \$27.73 |

TAXES IN LITIGATION

| | |
|------------------------|-------------------|
| O/S 7/1/99 | \$3,109.74 |
| TRANSFER IN | \$1,226.43 |
| TRANSFER OUT | \$3,248.22 |
| BALANCE 6/30/00 | \$1,087.95 |

Board of Assessors

Norman O. Boudreau, Chairman
Barbara A. Flanagan
John J. Kelley, Jr.

| | |
|---|-------------------|
| Value of Real Estate January 1, 2000 | \$ 2,381,851,500. |
| Value of Personal Property January 1, 2000 | \$ 83,422,345. |
| Total value January 1, 2000 | \$ 2,465,273,845. |
| Total value January 1, 1999 | \$ 1,931,920,710. |

TOTAL LEVY FOR FISCAL YEAR 2001

TAX RATES; RO = \$12.65 CIP = \$21.23

| | |
|---|------------------|
| Town | \$ 63,370,542.29 |
| State and County | \$ 523,536.00 |
| Overlay of Current Year | \$ 699,875.30 |
| Gross Amount to be Raised | \$ 64,814,325.59 |
| Total Estimated Receipts and available Funds | \$ 1,298,096.00 |
| Net Amount to be raised on Property | |
| Personal Property | |
| 2000-01 | \$ 1,771,056.38 |
| Real Estate | |
| 2000-01 | \$ 34,204,781.21 |
| Total taxes levied on Property | |
| 2000-01 | \$ 35,975,837.59 |
| Water & Sewer Liens Added to Taxes | |
| 2000-01 | \$ 427,389.74 |

MOTOR VEHICLE RATE \$25.00
MOTOR VEHICLE AND TRAILER EXCISE

| | |
|---------------------------------|-----------------|
| Amount of Warrants to Collector | \$ 3,186,335.75 |
|---------------------------------|-----------------|

Our move to our new quarters at the Annex was made easy through the help of many hands. The entire staff helped pack and unpack and the movers also did a great job. We are very happy with our new office.

Auditor's Report

The Auditor's Office is responsible for review of all vendor payments and payroll, accounting for all revenues and expenditures, and maintaining the official financial records of the Town.

The Auditor's Office also coordinates the annual independent audit of the Town's financial statements, which was last

completed November 8, 2000 for the year ended June 30, 2000.

The financial results for fiscal year 2000 show the Town to be stable with current revenues covering current expenditures. Collections on receivables and interest earnings on investments continue to be high, while spending of appropriations is conservative.

During the past year the auditor's office was involved in the conversion of the financial software for general ledger, payroll, accounts payable, budgeting, tax billing and collection and utility billing and collection. The new software fully integrates all of the above applications and will enhance reporting and communication among the Town's departments.

Donna M. Walsh
Town Auditor

REVENUE

Taxes/Interest/Penalties:

| | |
|---------------------------|---------------------|
| Personal Property | 1,776,155.83 |
| Real Estate | 31,249,735.09 |
| Tax Liens Redeemed | 249,172.68 |
| Gain on Sale of Town Land | 230.00 |
| Motor Vehicle Excise | 2,768,586.27 |
| Penalties/Interest/Legal: | |
| Tax Titles | 38,031.88 |
| Real/Pers/MVX/H20 | 108,853.35 |
| Payments in lieu of Taxes | 30,191.52 |
| Proforma Taxes | 29.07 36,220,985.69 |

Charges/Fees:

| | |
|-----------------------------|------------------------|
| Sewer Connections | 140,553.25 |
| Misc. Water/Sewer Service | 3,318.12 |
| Water Rates | 2,940,995.29 |
| Sewer Rates | 1,178,146.41 |
| Water/Sewer Liens Interest | 367,996.25 |
| Ambulance Charges | 296,168.95 |
| Municipal Lien Certificates | 36,351.32 |
| Collector Demands | 32,480.00 |
| RMV Releases | 16,765.00 |
| Sundry Rentals | 2,800.00 |
| Tower Rentals | 190,563.94 |
| Miscellaneous | 99,440.40 5,305,578.93 |

From the Commonwealth:

| | |
|----------------------------------|---------------|
| Abatements: | |
| Surviving Spouses/Veterans/Blind | 29,825.00 |
| Elderly | 46,276.00 |
| Schools: | |
| Chap. 70 Aid | 10,086,403.00 |
| Transportation | 275,194.00 |
| Building Assistance | 324,228.00 |

| | | |
|-------------------------|--------------|---------------|
| Chap. 76 Ward's Tuition | 109,033.00 | |
| Police Incentive | 158,654.00 | |
| Veterans Benefits | 109,799.95 | |
| Lottery | 2,598,895.00 | |
| Additional Lottery Aid | 317,165.00 | |
| Highway Maintenance | 235,203.00 | |
| State-Owned Land | 154,857.00 | |
| Medicaid Reimbursement | 167,870.00 | 14,613,402.95 |

Other Revenue Sources:

| | | |
|------------------------------|------------|--------------|
| Hotel Tax | 453,679.00 | |
| Investment Earnings | 705,890.98 | |
| NESWC Refunds | 159,801.17 | |
| Bond Premiums | 6.35 | |
| Transfers from Special Funds | 60,927.03 | 1,380,304.53 |

Departmental Fees:

| | | |
|-----------------------------|-----------|------------|
| Manager/Selectmen | 1,126.24 | |
| Cable Franchise | 4,494.50 | |
| Assessors | 3,122.15 | |
| Treasurer/Collector | 3,486.96 | |
| Clerk | 33,467.29 | |
| Planning | 26,264.40 | |
| Appeals | 6,900.00 | |
| Police | 9,223.60 | |
| Special Detail Adm.- Police | 48,654.75 | |
| " " - Fire | 1,536.49 | |
| Fire Inspections | 952.25 | |
| Building | 18,719.47 | |
| Wiring | 45,147.18 | |
| Plumbing | 34,915.50 | |
| Weights/Measures | 3,986.00 | |
| Dog Officer | 1,375.00 | |
| Schools | 7.00 | |
| Public Works | 16,372.00 | |
| Water Connections | 89,300.00 | |
| Sewer Connections | 78,800.00 | |
| Sewer Applications | 9,750.00 | |
| Title V | 1,962.80 | |
| Recreation | 41,650.00 | 481,213.58 |

Licenses/Permits:

| | | |
|---------------------|------------|------------|
| Alcoholic Beverages | 63,200.00 | |
| Selectmen | 6,025.00 | |
| Police | 5,537.50 | |
| Fire | 14,180.00 | |
| Building | 297,481.50 | |
| Public Works | 1,625.00 | |
| Health | 42,245.00 | 430,294.00 |

Fines:

| | | |
|--------------------|-----------|------------|
| State/Local Courts | 87,626.65 | |
| Library | 8,697.79 | |
| Parking | 13,707.80 | |
| Fire Alarms | 1,600.00 | |
| Weights & Measures | 100.00 | 111,732.24 |

Total General Fund Revenue

58,543,511.92

GENERAL FUND BALANCE SHEET

June 30, 2000

ASSETS

| | | |
|--------------|--------|--------------|
| General Cash | | 6,308,473.13 |
| Collector | 300.00 | |
| Appeals | 200.00 | |
| Schools | 50.00 | |
| Recreation | 300.00 | 850.00 |

| | | |
|------------------------|--|--------------|
| Certificate of Deposit | | 1,000,000.00 |
|------------------------|--|--------------|

Uncollected Taxes:

Personal Property:

| | | |
|------|-----------|-----------|
| FY96 | 11,757.57 | |
| FY97 | 13,827.56 | |
| FY98 | 12,640.41 | |
| FY99 | 3,741.48 | |
| FY00 | 37,726.75 | 79,693.77 |

Real Estate:

| | | |
|------|-------------|------------|
| FY99 | (59,966.88) | |
| FY00 | 495,625.09 | 435,658.21 |

Motor Vehicle Excise:

| | | |
|----------|------------|------------|
| Prior FY | (27.73) | |
| FY97 | 12,628.31 | |
| FY98 | 14,353.84 | |
| FY99 | 35,403.29 | |
| FY00 | 340,800.74 | 403,158.45 |

Allowance for Abatements:

| | | |
|------|--------------|----------------|
| FY94 | (0.20) | |
| FY96 | (21,881.30) | |
| FY97 | (157,572.49) | |
| FY98 | (14,102.69) | |
| FY99 | (332,574.14) | |
| FY00 | (552,798.67) | (1,078,929.49) |

Other Receivables:

| | | |
|------------------------------|--------------|--------------|
| Tax Liens/Titles/Possessions | 1,234,452.26 | |
| Taxes in Litigation | 1,087.95 | |
| Sewer Connections | 348,935.00 | |
| Water/Sewer Rates/Liens | 623,250.54 | |
| Misc. Water Services | 331.77 | |
| Ambulance Services | 98,043.32 | |
| Veterans Services | 80,824.46 | |
| Due From State | 33,178.00 | 2,420,103.29 |

TOTAL ASSETS

9,569,007.37

LIABILITIES/RESERVES

| | | |
|------------------|--|--------------|
| Warrants Payable | | 1,531,882.39 |
|------------------|--|--------------|

| | | |
|------------------|--|------------|
| Accrued Payrolls | | 291,928.94 |
|------------------|--|------------|

Payroll Withholdings Payable:

| | | |
|---------------|-------|--|
| Savings Bonds | 30.00 | |
|---------------|-------|--|

Unclaimed Property

| | | |
|-------------|-----------|-----------|
| Abandoned | 27,783.81 | |
| Tax Refunds | 32,088.35 | 59,872.16 |

| | | |
|-----------------------|--|------------|
| Taxes Paid in Advance | | 174,768.15 |
|-----------------------|--|------------|

| | |
|------------------------------|---------------------|
| Unavailable Land Sale Excess | 86,346.25 |
| Deferred Revenue: | |
| Taxes in Litigation | 1,087.95 |
| Real/Personal Taxes | (563,577.51) |
| Tax Titles/Possessions | 1,234,452.26 |
| Motor Vehicle Excise | 403,158.45 |
| Sewer Connections | 348,935.00 |
| Overpaid Water/Sewer | 6,752.35 |
| Water/Sewer Rates/Liens | 623,250.54 |
| Misc Water Service | 331.77 |
| Ambulance Service | 98,043.32 |
| Veterans Benefits | 80,824.46 |
| TOTAL LIABILITIES | 2,233,258.59 |

| | |
|--|---------------------|
| Fund Balances: | |
| Encumbrance Reserve | 1,393,982.38 |
| Teachers Pay Deferral | (366,668.00) |
| Petty Cash Reserve | 850.00 |
| Unreserved Surplus | 4,275,032.87 |
| Reserved for Court Judgement | (6,000.00) |
| Overlay Deficit | |
| Snow/Ice Deficit | (15,229.36) |
| Over/Under Assessments | (16,342.00) |
| School Choice Assessment | (45,230.00) |
| Charter School Assessment | (29,475.00) |
| TOTAL FUND BALANCES | 5,190,920.89 |
| Total Liabilities/Fund Balances | 9,569,007.37 |

SPECIAL FUNDS BALANCE SHEETS

| | |
|--------------------------------------|------------|
| Town Revolving/Grant Accounts | |
| Cash | 956,934.46 |
| Insurance <20K Fire | 625.50 |
| Arts Lottery | 21,684.60 |
| Planning Engineering | 12,626.71 |
| Planning Sidewalks | 46,030.20 |
| Recreation Programs | 2,165.55 |
| State Election/Primary | 1,877.18 |
| State Records | 3,942.89 |
| Community Policing | 28,133.11 |
| Drug Control | 27,637.59 |
| GAAD | 20.49 |
| COA Grant | 14,830.00 |
| Library LSTA | (587.23) |
| MEMA Flood Protection | 438.44 |
| DARE Grant | 9,473.33 |
| SAFE Grant | 1,073.41 |
| OPE Grant | (1,128.78) |
| Walmart Economic Development | 2,500.00 |
| Rte 133 Improvements | 27,366.68 |
| Main St Design | 29,000.00 |
| Marriott Gift | 100,000.00 |
| Cable TV Gift | 47,096.80 |
| Police Station Gift | 2,291.00 |
| DARE Gift | 3,846.10 |
| ROBO Cop Gift | 1,113.87 |
| Fire Gifts | 135.51 |
| Thermal Camera Gift | 9,838.00 |
| Dog Pound Gift | 500.00 |
| Vicor Sewer | 4,869.50 |
| Sidewalk Gift | 200.00 |
| Patriotic Activities Gift | 657.59 |
| Homecoming Gifts | 2,190.05 |
| Library Gifts | 107,148.51 |
| Jones Library Gift | 4,627.07 |
| Defibrillator Gift | 350.00 |
| CPR Program Gift | 838.85 |

| | |
|---------------------------------|------------|
| Hydrant Gift | 44.50 |
| Recycling Committee | 299.78 |
| Playground Improvements | 976.17 |
| PA1. School Custodians | 416.47 |
| AK Media Monitor Gift | 3,014.00 |
| Drug Forfeitures | 1,850.05 |
| COA Stipends | 1,150.50 |
| Court Street Land | 171,199.87 |
| Conservation Engineering | 2,540.18 |
| Wetlands Protection Fund | 18,388.53 |
| Police Special Detail | 42,870.18 |
| DPW Special Detail | 135.00 |
| Water Connection Materials | 15,992.25 |
| Sewer Engineering Review | 2,358.81 |
| School Gas Reimbursement | 5,718.11 |
| Sandy Acres Escrow | 4,900.00 |
| St. Claire Sewer Escrow | 100,000.00 |
| Library Electric Rebate | 6,753.00 |
| Recreation School Custodians | (1,914.12) |
| Youth Football Phone | (183.63) |
| Dog Fund | 4,024.00 |
| Sporting Fees | 13.50 |
| Fire Hazmat | 1,485.44 |
| Recycling Bins | 715.35 |
| Composting Bins | 357.85 |
| Ryan School Electric Rebate | 25,825.00 |
| Town Hall Annex Electric Rebate | 591.15 |
| ZBA Consulting Services | 9,000.00 |
| Revaluation | 25,000.00 |

School Revolving/Grant Accounts

| | |
|------------------------------|--------------|
| Cash | 1,041,443.27 |
| School Lunch | 552,267.39 |
| Athletics | 38,676.41 |
| Textbooks | 2,093.54 |
| Adult Education | 37,594.80 |
| School Bldg. Rental | 8,191.37 |
| School Facilities Rental | 1,775.20 |
| Extended Day | 161,956.09 |
| Dewing School Insurance | 25,564.78 |
| Trahan School Insurance | 8,307.56 |
| Administration Insurance | 1,031.85 |
| Team Chair | 43,696.59 |
| Met Grant | 650.00 |
| Literacy Project | 10,541.60 |
| Academic Support | 49,308.54 |
| Project Charlie | 6,001.49 |
| Remedial Reading | 4,135.87 |
| Early Childhood | 10,060.24 |
| Math/Science | 5,740.90 |
| FY2000 Class Size | 7,410.48 |
| Bell Atlantic Grant | 6,500.00 |
| ES Learning | 1,089.86 |
| IEP 2000 Grant | 4,200.00 |
| Digital Gift | 2,287.00 |
| Wendy's Gift | 60.00 |
| School Technology Gift | 8,374.92 |
| Garelick Farms Gift | 85.72 |
| Walmart Gift | 119.55 |
| DARE | 441.75 |
| Trees | 327.06 |
| Nature Trail | 310.19 |
| School Gifts | 150.00 |
| Ryan School Furnishings Gift | 5,000.00 |
| E-Rate | 23,904.00 |
| Center School Rental | 13,349.99 |
| Fleming School Rental | 238.53 |

Capital Projects

| | |
|-----------------------------|--------------|
| Cash | 5,047,218.20 |
| Financial Software Purchase | 67,769.00 |
| Police Station | 11,003.05 |
| Track | 9,460.00 |
| New School | 622,308.86 |

| | | |
|------------------------------|--------------|------------|
| School Asbestos/Tank Removal | | 1,524.44 |
| Water Treatment Plant | | 1,093.96 |
| Water Plant Expansion | 2,534,816.39 | |
| Duck Island | | 84,856.00 |
| Water Mains Art #18 | | 66,092.10 |
| DPW Tank Replacement | | 1,074.74 |
| Water Contract #20 | | 101,251.92 |
| New Library | | 39.98 |
| Storage Shed | | 1,714.38 |
| South Fire Station | 1,294,025.23 | |
| School Improvements | | 4,550.00 |
| Wynn Middle School Study | | 13,349.27 |
| Roof Repairs | | 232,288.88 |

Sewers

| | | |
|-------------------|------------|------------|
| Cash | | |
| Trahan School | 700,841.15 | 2,850.00 |
| Sewer Rate Relief | | 167,556.80 |
| River/Chandler | | 3,392.75 |
| Phase IV | | 505,456.99 |
| Phase V | | 21,584.61 |

Roads

| | | |
|----------------------|--------------|--------------|
| Cash | (626,569.49) | |
| Sidewalk Grant | | 34,269.32 |
| Chapter 90 (MA37125) | | (272,675.97) |
| Chapter 90 (MA37484) | | (388,162.84) |

Trusts

| | | |
|---------------|------------|------------|
| Cash | 847,818.82 | |
| Conservation | | 102,250.46 |
| Foster | | 18,692.31 |
| Pierce | | 1,234.18 |
| Cemetery | | 17,387.59 |
| Stabilization | | 167,552.04 |
| Fairgrieve | | 378,192.83 |
| Mahoney | | 1,417.64 |
| Health | | 161,091.77 |

Bank Books in Treasurer's Custody

| | | |
|-------------------------|------------|------------|
| Planning Projects | 969,747.39 | 660,725.76 |
| Sewer Installers Bonds | | 44,000.00 |
| Conservation Commission | | 265,021.63 |

Agency Funds

| | | |
|-------------------------------|-----------|-----------|
| Cash | | |
| Deputy Collector | 48,741.00 | 1,731.00 |
| Criminal History Board | | (39.00) |
| Parks Security Deposit | | 3,261.00 |
| Teen Center Snack Bar Deposit | | 288.00 |
| Real Estate Deposits | | 43,500.00 |

Debt

| | | |
|----------------------|---------------|---------------|
| Maturing Debt | 44,132,396.31 | |
| Library | | 2,686,400.00 |
| Police Station | | 3,490,000.00 |
| Fire Station | | 1,373,000.00 |
| Roof Repairs | | 234,000.00 |
| Heathbrook Roof | | 68,000.00 |
| School Roof Repairs | | 2,842,490.00 |
| Ryan School | | 14,625,100.00 |
| High School Track | | 68,000.00 |
| School Tank/Asbestos | | 150,619.00 |
| DPW Tank Removal | | 156,310.00 |
| Town Hall Annex | | 284,500.00 |
| Sewer Andover St | | 110,000.00 |
| Sewer Phase II | | 600,000.00 |
| Sewer Phase III | | 1,020,000.00 |
| Sewer Main St | | 62,039.00 |
| Sewer Phase 4 Town | | 2,871,946.00 |
| Sewer Phase 5 Town | | 444,350.00 |
| Sewer Phase 5 Town | | 7,200.00 |
| Sewer Phase 4 Trust | | 1,613,246.50 |

| | |
|------------------------|--------------|
| Sewer Phase 5 Trust | 2,434,149.81 |
| Town Offices | 146,000.00 |
| Water Treatment Plant | 2,115,000.00 |
| Water Mains 5/91 | 1,672,471.00 |
| WTP Sludge | 500,000.00 |
| Water Mains 5/96 | 569,500.00 |
| WTP Expansion | 2,961,075.00 |
| Water Mains 10/98 | 247,000.00 |
| Water Andover/North St | 150,000.00 |
| Sewer Phase I | 630,000.00 |

Loans Authorized/Unissued

| | | |
|---------------------------|---------------|---------------|
| Unissued | 19,665,926.00 | |
| WTP Expansion I | | 2,950,000.00 |
| Bike Path | | 30,000.00 |
| WTP Expansion II | | 50,925.00 |
| Town Hall Remodel | | 100,000.00 |
| Livingston St Park | | 100,000.00 |
| South St Water | | 250,000.00 |
| Water Tower Repairs | | 360,000.00 |
| Sewer Trahan/Fire Station | | 325,000.00 |
| Middle School | | 15,500,000.00 |

DEBT ACTIVITY

Payments

| | | |
|----------------------|------------|--------------|
| Water Mains | 146,000.00 | |
| Treatment Plant | 568,000.00 | |
| School: Construction | 798,200.00 | |
| Roofs | 436,500.00 | |
| Asbestos | 8,400.00 | |
| Track | 8,500.00 | |
| Town Offices | 15,500.00 | |
| Tank Removal | 8,690.00 | |
| Sewers | 834,609.94 | |
| Library | 156,800.00 | |
| Police Station | 250,000.00 | |
| Total Principal Paid | | 3,231,199.94 |
| Total Interest Paid | | 1,751,482.73 |

Outstanding:

| | | |
|----------------------|------------|------------|
| Water Mains | 2,638,971 | |
| Treatment Plant | 5,576,075 | |
| School: Construction | 14,625,100 | |
| Roofs | 2,910,490 | |
| Track | 68,000 | |
| Tank/Asbestos | 150,619 | |
| Sewers | 5,745,535 | |
| Town Hall Annex | 430,500 | |
| Police Station | 3,490,000 | |
| Sewers - State | 4,047,396 | |
| DPW Tank Removal | 156,310 | |
| Library | 2,686,400 | |
| Fire Station | 1,373,000 | |
| Building Roofs | 234,000 | 44,132,396 |

FY'2000 Appropriation Recap

| | AVAILABLE | EXPENDED | BALANCE |
|------------------------|------------|------------|-----------|
| MODERATOR | | | |
| Salary | 500.00 | 500.00 | 0.00 |
| Operating | 100.00 | 20.00 | 80.00 |
| SELECTMEN | | | |
| Salaries | 28,457.00 | 21,908.24 | 6,548.76 |
| Operating | 77,375.00 | 70,801.07 | 6,573.81 |
| MANAGER | | | |
| Salaries | 282,396.00 | 278,777.84 | 3,618.16 |
| Operating | 4,107.00 | 3,611.58 | 495.80 |
| FINANCE COMMITTEE | | | |
| Salaries | 3,090.00 | 2,292.88 | 797.12 |
| Operating | 1,560.00 | 554.32 | 1,005.68 |
| Reserve Fund | 134,000.00 | 96,032.17 | 37,967.83 |
| ACCOUNTING | | | |
| Salaries | 152,875.00 | 149,487.22 | 3,387.78 |
| Operating | 5,515.00 | 5,484.46 | 30.54 |
| Outlay | 500.00 | 498.00 | 2.00 |
| COMPUTER SERVICES | | | |
| Salaries | 93,915.00 | 93,889.14 | 25.86 |
| Operating | 53,010.00 | 52,514.18 | 594.82 |
| Outlay | 77,500.00 | 77,321.98 | 178.02 |
| TECHNOLOGY COMM. | | | |
| Salaries | 1,000.00 | 17.03 | 982.97 |
| Operating | | | |
| ASSESSORS | | | |
| Salaries | 237,430.00 | 233,998.38 | 3,431.62 |
| Operating | 16,750.00 | 12,935.28 | 3,814.64 |
| Outlay | 500.00 | 0.00 | 500.00 |
| TREASURER COLLECTOR | | | |
| Salaries | 341,693.00 | 340,011.86 | 1,681.14 |
| Operating | 220,700.00 | 214,776.67 | 5,923.33 |
| Outlay | 11,848.00 | 7,820.00 | 4,028.00 |
| TOWN COUNSEL | 95,093.00 | 89,801.52 | 5,291.48 |
| PERSONNEL REVIEW BOARD | | | |
| Operating | 200.00 | 0.00 | 200.00 |
| ADMIN. SERVICES | | | |
| Salaries | 86,756.00 | 84,351.24 | 2,404.76 |
| Operating | 22,400.00 | 21,993.62 | 228.38 |
| Outlay | 1,000.00 | 553.19 | 446.81 |

| AVAILABLE | EXPENDED | BALANCE |
|-----------|----------|---------|
|-----------|----------|---------|

CLERK

| | | | |
|-----------|------------|-------------|----------|
| Salaries | 173,342.00 | 1680,001.55 | 5,340.45 |
| Operating | 12,644.00 | 10,568.92 | 2,075.08 |
| Outlay | 6,277.00 | 5,471.00 | 806.00 |

ELECTIONS

| | | | |
|-----------|-----------|-----------|----------|
| Salaries | 24,844.00 | 23,409.17 | 1,434.93 |
| Operating | 7,033.00 | 6,840.40 | 142.60 |

REGISTRARS

| | | | |
|-----------|----------|----------|------|
| Salaries | 2,650.00 | 2,650.00 | 0.00 |
| Operating | 2,270.00 | 2,270.00 | 0.00 |

CONSERVATION

| | | | |
|---------------|-----------|-----------|----------|
| Car Allowance | 37,276.00 | 28,902.15 | 8,373.85 |
| Operating | 2,400.00 | 1,335.89 | 1,064.11 |

PLANNING

| | | | |
|-----------|------------|-----------|----------|
| Salaries | 101,635.00 | 99,308.65 | 2,326.35 |
| Operating | 11,751.00 | 11,208.02 | 542.98 |
| Outlay | 1,000.00 | 492.50 | 507.50 |

APPEALS

| | | | |
|-----------|----------|----------|----------|
| Salaries | 4,000.00 | 1,813.56 | 2,186.44 |
| Operating | 1,800.00 | 1,729.75 | 70.25 |

CABLE TV

| | | | |
|-----------|----------|----------|-------|
| Salaries | 2,573.00 | 2,533.93 | 39.07 |
| Operating | 3,118.00 | 3,118.00 | 0.00 |

TOWN HALL

| | | | |
|-----------|-----------|-----------|----------|
| Salaries | 20,951.00 | 20948.41 | 2.59 |
| Operating | 59,789.00 | 52,746.30 | 7,039.70 |

AUXILIARY BLDG. UTILITIES

| | | | |
|--|-----------|-----------|--------|
| | 24,000.00 | 23,299.26 | 700.74 |
|--|-----------|-----------|--------|

POLICE

| | | | |
|-----------|--------------|--------------|-----------|
| Salaries | 4,251,068.00 | 4,220,123.53 | 30,944.47 |
| Operating | 254,960.00 | 254,958.57 | 1.43 |
| Outlay | 133,400.00 | 133,172.10 | 227.90 |

AUXILIARY POLICE

| | | | |
|-----------|----------|--------|----------|
| Operating | 1,850.00 | 208.00 | 1,642.00 |
|-----------|----------|--------|----------|

FIRE

| | | | |
|-----------|--------------|--------------|----------|
| Salaries | 3,240,018.00 | 3,238,930.95 | 1,087.05 |
| Operating | 185,148.00 | 185,148.00 | .00 |
| Outlay | 11,496.00 | 109,440.00 | 2,056.00 |

BUILDING

| | | | |
|-----------|------------|------------|--------|
| Salaries | 263,877.00 | 263,225.62 | 651.38 |
| Operating | 11,255.00 | 10,713.77 | 541.23 |
| Outlay | 2,700.00 | 2,244.65 | 455.35 |

EMERGENCY MANAGEMENT

| | | | |
|-----------|-----------|-----------|--------|
| Salaries | 4,025.00 | 4,014.16 | 10.84 |
| Operating | 12,020.00 | 11,881.68 | 138.32 |

| | AVAILABLE | EXPENDED | BALANCE |
|--------------------------|---------------|---------------|--------------|
| Outlay | | | |
| DOG OFFICER | | | |
| Salaries | 46,434.00 | 46,396.10 | 37.43 |
| Operating | 4,000.00 | 3,633.56 | 366.44 |
| PARKING CLERK | 2,955.00 | 2,946.11 | 8.89 |
| SCHOOLS | | | |
| Salaries | 18,113,089.00 | 18,112,445.63 | 643.71 |
| Operating | 6,380,422.00 | 6,380,422.00 | .00 |
| Outlay | 213,047.00 | 213,047.00 | .00 |
| REGIONAL VOCATIONAL SCH. | 3,060,435.00 | 3,060,435.00 | 3,060,435.00 |
| SCHOOL BUILDING CMTE. | | | |
| Salaries | 4,197.00 | 4,132.79 | 64.25 |
| Operating | 200.00 | 0.00 | 200.00 |
| DPW | | | |
| Salaries | 2,008,312.00 | 1,999,445.92 | 8,866.08 |
| Operating | 1,574,408.00 | 1,458,409.16 | 115,998.84 |
| Outlay | 249,772.00 | 247,130.82 | 2,641.18 |
| SNOW / ICE | | | |
| Salaries | 76,004.00 | 72,276.40 | 3,727.60 |
| Operating | 124,000.00 | 142,956.96 | (18,956.96) |
| Contracts | | | |
| Street Lighting | 128,529.00 | 118,165.50 | 10,363.50 |
| Rubbish Collection | 840,420.00 | 840,420.00 | 0.00 |
| Rubbish Disposal | 1,128,732.00 | 1,128,732.00 | 0.00 |
| Rubbish Stabilization | 354,753.00 | 354,753.00 | 0.00 |
| Recycling Programs | 2,020.00 | 2,008.66 | 11.34 |
| Cemeteries | 1,600.00 | 1,600.00 | 0.00 |
| HEALTH | | | |
| Salaries | 176,327.00 | 171,635.02 | 4,691.98 |
| Operating | 28,900.00 | 22,099.36 | 6,800.64 |
| ELDERLY | | | |
| Salaries | 122,051.00 | 121,317.94 | 733.06 |
| Operating | 53,422.00 | 52,720.25 | 701.75 |
| Outlay | 6,744.00 | 6,738.00 | 6.00 |
| VETERANS SERVICES | | | |
| Salaries | 51,177.00 | 51,177.00 | 0.00 |
| Aid | 112,000.00 | 108,167.37 | 3,832.63 |
| EXCEPTIONAL CHILDREN | | | |
| Salaries | 18,875.00 | 18,874.76 | 0.24 |
| Operating | 10,072.00 | 10,072.00 | 0.00 |
| PATRIOTIC ACTIVITIES | 38,876.00 | 38,655.54 | 190.46 |

| | AVAILABLE | EXPENDED | BALANCE |
|---------------------------|--------------|--------------|-----------|
| HOMECOMING | 15,300.00 | 15,278.70 | 21.30 |
| LIBRARY | | | |
| Salaries | 558,491.00 | 517,793.68 | 40,697.32 |
| Operating | 250,250.00 | 232,783.22 | 17,466.78 |
| LIBRARY BLDG. STUDY | | | |
| Salaries | 250.00 | 172.44 | 77.56 |
| Operating | 50.00 | 0.00 | 50.00 |
| RECREATION | | | |
| Salaries | 101,708.00 | 98,075.75 | 3,632.25 |
| Operating | 65,900.00 | 65,760.69 | 139.31 |
| DEBT/INTEREST | | | |
| Principal | 3,231,200.00 | 3,231,199.94 | 0.06 |
| Interest/Debt | 1,751,484.00 | 1,751,482.73 | 1.27 |
| Interest/Temp. Loans | 240,720.00 | 236,046.64 | 4,673.36 |
| EMPLOYEE BENEFITS | | | |
| Retirement | 1,692,419.00 | 1,692,419.00 | 0.00 |
| Teachers E.R.I. | 42,322.00 | 42,322.00 | 0.00 |
| Occup.Injury Reserve | 60,300.00 | 60,300.00 | 0.00 |
| Unemployment Comp. | 8,010.00 | 2,284.95 | 5,725.05 |
| Group Insurance | 4,540,797.00 | 4,540,797.00 | 0.00 |
| Medicare | 231,000.00 | 229,920.11 | 1,079.89 |
| FIRE /LIABILITY INSURANCE | 265,458.00 | 265,246.27 | 211.73 |

Town Employee Earnings

* Includes court settlement

| | <u>Regular</u> | <u>OT/Other</u> | <u>Total</u> |
|-----------------------------------|----------------|-----------------|--------------|
| <u>ADMINISTRATIVE SVC:</u> | | | |
| Rose, William | 39,126.87 | | 39,126.87 |
| Sitar, Melanie | 33,805.02 | | 33,805.02 |

ASSESSORS OFFICE:

| | | | |
|----------------------|-----------|----------|-----------|
| Boudreau, Norman | 66,187.73 | 2,400.00 | 68,587.73 |
| Callahan, Edward | 12,676.00 | | 12,676.00 |
| Flanagan, Barbara | 9,043.60 | 300.00 | 9,343.60 |
| Kelley, John | 8,986.69 | 600.00 | 9,586.69 |
| Lawrie, Linda | 30,013.62 | | 30,013.62 |
| MacGilvray, Anne | 39,499.62 | | 39,499.62 |
| Nolan, William | 4,270.70 | | 4,270.70 |
| Singleton, Christine | 18,689.65 | | 18,689.65 |
| Trudeau, Cynthia | 51,037.49 | | 51,037.49 |

AUDITORS OFFICE:

| | | | |
|---------------|-----------|----------|-----------|
| Curtis, Linda | 33,057.51 | 253.36 | 33,310.87 |
| Gill, Donna | 47,547.11 | 1,604.86 | 49,151.97 |
| Walsh, Donna | 65,600.15 | | 65,600.15 |

BOARD OF APPEALS:

| | | | |
|----------------|----------|--|----------|
| Romano, Cheryl | 2,013.02 | | 2,013.02 |
|----------------|----------|--|----------|

BUILDING DEPARTMENT:

| | | | |
|---------------------|-----------|----------|-----------|
| Carciofi, Louis | 32,196.86 | 1,800.00 | 33,996.86 |
| Colantuoni, Richard | 57,104.19 | 3,600.00 | 60,704.19 |
| Delaney, Jeremiah | 17,443.50 | | 17,443.50 |
| Hennessy, Patricia | 21,897.19 | | 21,897.19 |
| Johnson, Edward | 48,733.64 | 3,600.00 | 52,333.64 |
| Mazzuchi, Catherine | 16,687.99 | | 16,687.99 |
| Miggos, Loretta | 49,705.97 | | 49,705.97 |
| Sargent, David | 19,971.56 | | 19,971.56 |
| Stevens, Sandra | 16,687.98 | | 16,687.98 |

CABLE TV:

| | | | |
|-----------------|--------|--|--------|
| Creamer, Sharon | 653.65 | | 653.65 |
| Hicks, David | 676.84 | | 676.84 |
| Leduc, Meredith | 919.32 | | 919.32 |

CLERKS OFFICE:

| | | | |
|-------------------|-----------|----------|-----------|
| Carey, Elizabeth | 56,481.83 | 2,657.00 | 59,138.83 |
| DiPrimo, Linda | 21,322.51 | | 21,322.51 |
| Garratt, Kathleen | 48,019.75 | 1,228.70 | 49,248.45 |
| Perry, Susan | 24,054.82 | 456.65 | 24,511.47 |
| Turcotte, Sandra | 22,919.77 | | 22,919.77 |

COMPUTER SERVICES:

| | | | |
|------------------|-----------|--|-----------|
| Hanson, Lisa | 34,582.39 | | 34,582.39 |
| Hattori, Stephen | 63,777.96 | | 63,777.96 |

COUNCIL ON AGING:

| | | | |
|----------------|-----------|--------|-----------|
| Brabant, Linda | 54,924.69 | 499.92 | 55,424.61 |
| Hazel, Carol | 35,313.59 | | 35,313.59 |

DOG OFFICER:

| | | | |
|-----------------|-----------|--------|-----------|
| Collins, Walter | 41,439.95 | 463.73 | 41,903.68 |
| Fernald, Brian | 5,020.64 | | 5,020.64 |

DPW:

| | | | |
|----------------------|-----------|----------|-----------|
| Barry, Comelius | 44,778.40 | 3,022.72 | 47,801.12 |
| Belida, Robert | 50,072.32 | 6,207.48 | 56,279.80 |
| Burns, William | 81,708.64 | | 81,708.64 |
| Bushway, John | 76.93 | | 76.93 |
| Chandler, Kenneth | 36,171.26 | 3,784.93 | 39,956.19 |
| Chandler Jr, William | 56,323.36 | 4,579.40 | 60,902.76 |

* Includes court settlement

| | <u>Regular</u> | <u>OT/Other</u> | <u>Total</u> |
|-------------------------|----------------|-----------------|--------------|
| <u>ELECTION:</u> | | | |
| Conlon, Kevin | 49,821.23 | 4,681.97 | 54,503.20 |
| Cuskey, Lorraine | 42,443.55 | | 42,443.55 |
| Deroche, George | 52,775.31 | 5,007.18 | 57,782.49 |
| Donovan, Michael | 40,271.34 | 6,696.08 | 46,967.42 |
| Fiorello, Thomas | 53,411.26 | | 53,411.26 |
| Gath, Brian | 48,226.54 | 7,139.53 | 55,366.07 |
| Giannetti, Frank | 48,234.84 | 2,845.33 | 51,080.17 |
| Gilbert, Lawrence | 32,191.90 | 2,375.37 | 34,567.27 |
| Gitschier, Erik | 34,912.64 | 6,494.53 | 41,407.17 |
| Hudson, Royal | 53,141.44 | 7,256.96 | 60,398.40 |
| Kane, Lawrence | 49,597.34 | 991.42 | 50,588.76 |
| Lambert, Paul | 56,418.37 | 4,299.85 | 60,718.22 |
| Lightfoot, Ernest | 51,132.51 | 5,381.93 | 56,514.44 |
| Lightfoot, James | 49,706.01 | 2,054.89 | 51,760.90 |
| MacGilvray, Allan | 47,139.06 | 4,073.36 | 51,212.42 |
| Marion, Bernard | 27,550.69 | 3,627.05 | 31,177.74 |
| McCarthy, John | 57,819.17 | 5,689.22 | 63,508.39 |
| Mincer Jr, Robert | 35,124.22 | 6,016.58 | 41,140.80 |
| Monahan, Linda | 46,577.84 | | 46,577.84 |
| Nolan, James | 57,914.17 | 6,930.60 | 64,844.77 |
| Nolan, Robert | 48,232.01 | 3,301.73 | 51,533.74 |
| Peters, Michael | 47,043.18 | 4,432.15 | 51,475.33 |
| Richards, Clarence | 47,043.18 | 4,791.64 | 51,834.82 |
| Ryder, Wayne | 179.03 | | 179.03 |
| Salemo, John | 44,243.67 | 8,069.90 | 52,313.57 |
| Sheu, Keh-Cheng | 48,404.39 | 467.82 | 48,872.21 |
| Shimkus, James | 52,327.17 | 2,769.30 | 55,096.47 |
| Shimkus Jr, James | 3,221.69 | | 3,221.69 |
| Stoddard, Richard | 49,692.35 | 6,970.70 | 56,663.05 |
| Stronach, Timothy | 47,223.09 | 4,197.60 | 51,420.69 |
| Sweet, Brett | 1,892.67 | | 1,892.67 |
| Sweet, Bruce | 49,505.28 | 3,192.40 | 52,697.68 |
| Terrazzano, Virginia | 41,735.55 | | 41,735.55 |
| Vieweg Jr, Edward | 46,953.05 | 4,240.48 | 51,193.53 |
| Vonkahle, Steven | 27,550.69 | 1,885.10 | 29,435.79 |
| Ward, Jack | 48,469.47 | 8,590.97 | 57,060.44 |
| Westaway, Richard | 52,992.16 | 9,445.63 | 62,437.79 |
| Wilkinson Jr, William | 57,914.18 | 14,225.09 | 72,139.27 |
| Zediana, Lewis | 60,799.59 | 2,644.93 | 63,444.52 |

ELECTION:

| | | | |
|--------------------|-----------|--------|-----------|
| Banusiewicz, Joyce | 248.00 | | 248.00 |
| Beattie, Eleanor | 244.00 | | 244.00 |
| Beattie, Mary | 488.00 | | 488.00 |
| Belbin, Calvin | 68.00 | | 68.00 |
| Belbin, Evelyn | 218.00 | | 218.00 |
| Bullen, Susan | 464.00 | | 464.00 |
| Callahan, Angela | 14,985.68 | 689.92 | 15,675.60 |
| Callahan, Anne | 280.00 | | 280.00 |
| Carroll, Alice | 873.00 | | 873.00 |
| Casazza, Mary | 1,308.00 | | 1,308.00 |
| Colman, Judith | 52.00 | | 52.00 |
| Conlon, Phyllis | 480.00 | | 480.00 |
| Corey, Eleanor | 58.00 | | 58.00 |
| Coyle, Rita | 1,266.00 | | 1,266.00 |
| D'Amico, Bertha | 789.00 | | 789.00 |
| Fay, Louise | 48.00 | | 48.00 |
| Friedman, Carole | 168.00 | | 168.00 |
| Gardner, Susan | 258.00 | | 258.00 |
| Gibson, Philomena | 208.00 | | 208.00 |
| Golen, Alice | 759.00 | | 759.00 |
| Hadley, Shirley | 108.00 | | 108.00 |
| Hagerty, Joan | 120.00 | | 120.00 |
| Hair, Helen | 540.00 | | 540.00 |
| Hanson, Susan | 304.00 | | 304.00 |

| * Includes court settlement | <u>Regular</u> | <u>OT/Other</u> | <u>Total</u> |
|-----------------------------|----------------|-----------------|--------------|
| Harding, Doris | 124.00 | | 124.00 |
| Hoell, Alice | 128.00 | | 128.00 |
| Hunnell Jr, Leonard | 60.00 | | 60.00 |
| Hurton, Priscilla | 428.00 | | 428.00 |
| Iandolo, Grace | 588.00 | | 588.00 |
| Joyce, Anna | 424.00 | | 424.00 |
| Keefe, Ellen | 1,302.00 | | 1,302.00 |
| Kobelski, Carol | 352.00 | | 352.00 |
| Krugh, Rosemarie | 1,155.00 | | 1,155.00 |
| Lefave, Verna | 630.00 | | 630.00 |
| Luongo, Yolanda | 751.00 | | 751.00 |
| Lynch, Bernice | 304.00 | | 304.00 |
| Magro, Marie | 551.00 | | 551.00 |
| Magro, William | 32.00 | | 32.00 |
| Maher, Katherine | 672.00 | | 672.00 |
| Maloney, Marie | 368.00 | | 368.00 |
| Marchessault, Muriel | 456.00 | | 456.00 |
| Marsh, Priscilla | 805.00 | | 805.00 |
| Maxwell, Aureo | 292.00 | | 292.00 |
| McCusker, Jeanette | 440.00 | | 440.00 |
| McGloughlin, Rosalie | 38.00 | | 38.00 |
| McGuinness, Diane | 476.00 | | 476.00 |
| McKenna, Rose | 268.00 | | 268.00 |
| Moore, Frances | 338.00 | | 338.00 |
| Morelli, Ann | 656.50 | | 656.50 |
| Murray, Carol | 228.00 | | 228.00 |
| Muse, Stephanie | 88.00 | | 88.00 |
| Nichols, Mary Anne | 1,296.00 | | 1,296.00 |
| Nichols, Patrick | 440.00 | | 440.00 |
| O'Brien Dee, Rita | 870.00 | | 870.00 |
| Patterson, Stephen | 981.00 | | 981.00 |
| Pepin, Mary | 711.00 | | 711.00 |
| Perrin, Virginia | 76.00 | | 76.00 |
| Pilcher, Mary | 834.00 | | 834.00 |
| Power, Daniel | 120.00 | | 120.00 |
| Power, Elena | 24.00 | | 24.00 |
| Pozerski, Jeanette | 690.00 | | 690.00 |
| Ray, Jean | 1,179.00 | | 1,179.00 |
| Ray, Warren | 751.50 | | 751.50 |
| Richardson, Stuart | 260.00 | | 260.00 |
| Sederquist, Evelyn | 582.00 | | 582.00 |
| Selissen, Jerome | 510.00 | | 510.00 |
| Selissen, Marianne | 52.00 | | 52.00 |
| Seluk, Margaret | 546.00 | | 546.00 |
| Shaw, Phyllis | 144.00 | | 144.00 |
| Siano, Laurie | 24.00 | | 24.00 |
| Spalding, Eugenia | 368.00 | | 368.00 |
| Sprague, Bernice | 1,284.00 | | 1,284.00 |
| Stanton, Helen | 128.00 | | 128.00 |
| Stevenson, Esther | 64.00 | | 64.00 |
| Wolfe, Cecilia | 630.00 | | 630.00 |

EXCEPTIONAL CHILDREN:

| | | | |
|--------------------|----------|--|----------|
| Boyle, Molly | 1,872.70 | | 1,872.70 |
| Boyle, Thomas | 1,649.26 | | 1,649.26 |
| Cedorchuk, Shawn | 1,872.70 | | 1,872.70 |
| Donovan, Mark | 2,300.04 | | 2,300.04 |
| Flynn, Chester | 4,851.54 | | 4,851.54 |
| Flynn, Sarah | 682.95 | | 682.95 |
| Lamb, Jennifer | 1,851.42 | | 1,851.42 |
| Mulligan, Donald | 1,792.90 | | 1,792.90 |
| Sitar Iii, Michael | 1,058.10 | | 1,058.10 |
| Sullivan, James | 1,643.94 | | 1,643.94 |
| Welch, Tyler | 3,656.67 | | 3,656.67 |

FINANCE COMMITTEE:

| | | | |
|--------------------|----------|--|----------|
| D'Entremont, Leann | 2,507.74 | | 2,507.74 |
|--------------------|----------|--|----------|

FIRE:

| | | | |
|-------------------|-----------|-----------|-----------|
| Austin, David | 59,187.17 | 16,004.84 | 75,192.01 |
| Brothers, Patrick | 43,755.62 | 11,045.10 | 54,800.72 |
| Brothers, William | 43,917.66 | 10,215.21 | 54,132.87 |

| * Includes court settlement | <u>Regular</u> | <u>OT/Other</u> | <u>Total</u> |
|-----------------------------|----------------|-----------------|--------------|
| Bruce, James | 43,554.03 | 10,126.91 | 53,680.94 |
| Burris, John | 54,682.84 | 10,290.86 | 64,973.70 |
| Calistro, Robert | 47,793.90 | 7,901.90 | 55,695.80 |
| Callahan, Michael | 50,294.62 | 12,129.97 | 62,424.59 |
| Carney, David | 46,412.60 | 12,445.70 | 58,858.30 |
| Conley, David | 37,851.19 | 124.53 | 37,975.72 |
| Cotugno, Stephen | 51,542.61 | 12,809.26 | 64,351.87 |
| Coviello, Virginia | 41,735.55 | | 41,735.55 |
| Doherty, Joseph | 44,730.90 | 7,397.34 | 52,128.24 |
| Doherty, Patrick | 44,374.24 | 12,192.24 | 56,566.48 |
| Forero, Oscar | 45,861.96 | 7,081.03 | 52,942.99 |
| Fowler, Robert | 67,440.23 | 25,007.60 | 92,447.83 |
| Giasullo, Jeffrey | 42,777.04 | 12,476.26 | 55,253.30 |
| Giasullo Jr, James | 44,730.87 | 11,075.52 | 55,806.39 |
| Gillis, Joseph | 42,697.76 | 3,565.14 | 46,262.90 |
| Gosse, William | 42,697.72 | 7,830.70 | 50,528.42 |
| Gourley Jr, Russell | 49,813.80 | 11,995.89 | 61,809.69 |
| Graham, James | 80,363.41 | | 80,363.41 |
| Greer Jr, Donald | 48,761.36 | 7,110.62 | 55,871.98 |
| Guttadauro, Paul | 44,680.17 | 10,355.12 | 55,035.29 |
| Hamm, Richard | 48,098.61 | 6,062.32 | 54,160.93 |
| Hazel, Michael | 54,730.53 | 14,638.03 | 69,368.56 |
| Holden, Timothy | 45,002.93 | 7,562.13 | 52,565.06 |
| Hurley, Brian | 43,746.26 | 4,739.51 | 48,485.77 |
| Kearns, Edward | 52,844.53 | 8,341.00 | 61,185.53 |
| Kearns, Joseph | 48,148.92 | 12,412.25 | 60,561.17 |
| Keddle, Scott | 50,360.48 | 12,244.25 | 62,604.73 |
| Kerr, Gary | 48,466.48 | 14,161.50 | 62,627.98 |
| Lawrie, Dale | 2,033.81 | | 2,033.81 |
| Levy, David | 58,129.37 | 13,625.74 | 71,755.11 |
| Levy Jr, David | 42,697.76 | 10,829.05 | 53,526.81 |
| Lightfoot, John | 50,220.50 | 13,588.77 | 63,809.27 |
| Little, Robert | 45,137.14 | 10,996.81 | 56,133.95 |
| Mackey, Richard | 57,791.30 | 16,073.39 | 73,864.69 |
| McGlaufflin, Russell | 44,380.20 | 10,259.48 | 54,639.68 |
| Niven, Timothy | 55,261.92 | 16,900.06 | 72,161.98 |
| O'Neill, John | 56,750.63 | 5,612.10 | 62,362.73 |
| Powers, Stephen | 48,038.40 | 8,337.97 | 56,376.37 |
| Reed, Bruce | 66,882.29 | 13,929.54 | 80,811.83 |
| Rosemond, Alan | 46,382.87 | 10,346.26 | 56,729.13 |
| Ryan, James | 66,678.84 | 14,055.10 | 80,733.94 |
| Ryan, Thomas | 96,477.11 | | 96,477.11 |
| Sitar, Daniel | 44,730.89 | 12,996.20 | 57,727.09 |
| Sitar Jr, Michael | 62,169.36 | 20,447.54 | 82,616.90 |
| Small, Daniel | 44,730.91 | 9,609.31 | 54,340.22 |
| Vasas, Albert | 52,299.42 | 19,120.96 | 71,420.38 |
| Viscione, Jon | 47,725.97 | 9,696.46 | 57,422.43 |
| Vonkahle, Vance | 48,797.32 | 2,513.20 | 51,310.52 |
| Yost, George | 64,128.98 | 15,766.87 | 79,895.85 |
| Zerofski, Phillip | 27,862.60 | | 27,862.60 |

HEALTH BOARD:

| | | | |
|-------------------|-----------|----------|-----------|
| Carbone, Thomas | 61,498.43 | 2,400.00 | 63,898.43 |
| Desmond, Virginia | 20,473.81 | | 20,473.81 |
| Gorrasi, Pamela | 2,372.05 | | 2,372.05 |
| Sheehan, Edward | 449.50 | | 449.50 |
| Sullivan, Susan | 350.00 | | 350.00 |
| Trearchis, Dean | 48,076.29 | 2,400.00 | 50,476.29 |
| Westaway, Barbara | 37,491.05 | | 37,491.05 |
| Wilkie, Stephanie | 350.00 | | 350.00 |

LIBRARY:

| | | | |
|----------------------|-----------|-----------|-----------|
| Berlik, Elizabeth | 1,047.94 | | 1,047.94 |
| Blaisdell, Michael | 1,296.00 | | 1,296.00 |
| Bustin, Elizabeth | 216.28 | | 216.28 |
| Carey, Patrick | 30,491.34 | 11,983.46 | 42,474.80 |
| Crowe, John | 7,313.59 | 8.17 | 7,321.76 |
| Desmarais, Elisabeth | 69,577.61 | | 69,577.61 |
| Ford, Ariana | 2,931.05 | | 2,931.05 |
| Fordham, Cynthia | 23,066.13 | 242.82 | 23,308.95 |
| Goldman, Michael | 46.76 | | 46.76 |
| Gonsalves, Barbara | 566.99 | | 566.99 |

| * Includes court settlement | <u>Regular</u> | <u>OT/Other</u> | <u>Total</u> |
|-----------------------------|----------------|-----------------|--------------|
| Grasso, Karen | 4,684.13 | | 4,684.13 |
| Haines, Elinor | 32,196.66 | 236.04 | 32,432.70 |
| Hassett, Margaret | 35,160.85 | 788.78 | 35,949.63 |
| Hickford, Gina | 17,813.43 | 824.42 | 18,637.85 |
| Holland, Gail | 23,163.67 | 494.82 | 23,658.49 |
| Hyland, Jeffrey | 2,976.05 | | 2,976.05 |
| Irwin, Patrick | 2,280.00 | | 2,280.00 |
| Kutcher, Mary | 30,511.70 | 223.85 | 30,735.55 |
| Marcotte, Lauren | 1,716.05 | | 1,716.05 |
| McClay, Gregory | 32,832.32 | 42.96 | 32,875.28 |
| McDermott, Anne | 853.42 | | 853.42 |
| McLaughlin, Maria | 313.14 | | 313.14 |
| McLaughlin, Mary | 906.03 | | 906.03 |
| Moore, Frances | 52,775.94 | 1,014.97 | 53,790.91 |
| Newton, Jennifer | 18,600.55 | 210.13 | 18,810.68 |
| O'Toole, Nancy | 816.00 | | 816.00 |
| Power, Caroline | 570.00 | | 570.00 |
| Powers, Patricia | 26,446.90 | 961.62 | 27,408.52 |
| Rauseo, Julie | 341.25 | | 341.25 |
| Roux, Linda | 245.50 | | 245.50 |
| Salvato, Joyce | 32,721.32 | 770.74 | 33,492.06 |
| Segur, Judith | 1,078.34 | | 1,078.34 |
| Titus, Rosemary | 16,053.02 | 79.65 | 16,132.67 |
| Toombs, Mary | 35,594.53 | 289.63 | 35,884.16 |
| Toppin, Joanne | 27,026.48 | 635.93 | 27,662.41 |

MODERATOR:

| | | | |
|----------------|--------|--|--------|
| Coakley, James | 500.00 | | 500.00 |
|----------------|--------|--|--------|

PLANNING & CONSERVATION:

| | | | |
|-----------------------|-----------|----------|-----------|
| Bartalamia, Dianne | 17,840.94 | | 17,840.94 |
| Busch-Accardi, Cheryl | 850.00 | | 850.00 |
| Kennedy, Alice | 32,248.84 | 371.91 | 32,620.75 |
| Plunkett, David | 937.50 | | 937.50 |
| Polchlopek, Walter | 35,204.88 | 1,500.00 | 36,704.88 |
| Shea, Christina | 4,565.94 | | 4,565.94 |
| Spada, Vincent | 850.00 | | 850.00 |
| Sullivan, Sean | 63,881.05 | 2,750.00 | 66,631.05 |
| Sweet, Frank | 1,112.50 | | 1,112.50 |

POLICE:

| | | | |
|-------------------------|-----------|-----------|-----------|
| Amari Jr, Peter | 72,064.68 | 204.07 | 72,268.75 |
| Barry, John | 61,850.78 | 12,794.22 | 74,645.00 |
| Bolton, Leonard | 46,736.52 | 3,513.29 | 50,249.81 |
| Budryk, Robert | 64,082.11 | 28,057.92 | 92,140.03 |
| Carroll, Robert | 68,584.20 | 9,626.43 | 78,210.63 |
| Casey, Thomas | 35,649.27 | 1,452.68 | 37,101.95 |
| Columbus, Ryan | 13,649.45 | 222.70 | 13,872.15 |
| Cooke, Thomas | 36,084.28 | 5,213.23 | 41,297.51 |
| Coviello, Christopher | 49,200.49 | 8,307.59 | 57,508.08 |
| Delucia Jr, Joseph | 54,527.09 | 8,990.33 | 63,517.42 |
| DiCalogero, Anthony | 77,884.96 | 11,619.89 | 89,504.85 |
| DiCalogero, Cynthia | | 60.47 | 60.47 |
| Doherty, Paul | 58,037.90 | 2,796.27 | 60,834.17 |
| Doherty Jr, Paul | 44,727.78 | 7,331.74 | 52,059.52 |
| Donoghue, John | | 291.45 | 291.45 |
| Donovan, Alfred | 75,625.54 | 9,177.02 | 84,802.56 |
| Downey, Jennifer | 33,967.61 | 2,803.49 | 36,771.10 |
| Field, Robert | 50,635.08 | 11,028.99 | 61,664.07 |
| Ford, Ralph | 79,538.38 | 9,473.37 | 89,011.75 |
| Forgione, Mary | 708.28 | | 708.28 |
| Fowler, John | 33,952.86 | 7,029.21 | 40,982.07 |
| Gaynor, Scott | 45,596.34 | 8,323.30 | 53,919.64 |
| Godin, David | 5,897.88 | 0.00 | 5,897.88 |
| Gonzalez, Andre | 44,600.35 | 8,842.23 | 53,442.58 |
| Griffin, Kimberly | 796.43 | 165.77 | 962.20 |
| Gundrum, Denise | 93,277.92 | | 93,277.92 |
| Hadley, Herbert | | 90.00 | 90.00 |
| Hallisey, Mary | 29,002.86 | | 29,002.86 |
| Hazel, George | 80,262.21 | 12,313.29 | 92,575.50 |
| Higginbotham, Maryellen | 48,696.48 | 35.94 | 48,732.42 |
| Hollis, James | 46,375.73 | 6,943.29 | 53,319.02 |

| * Includes court settlement | <u>Regular</u> | <u>OT/Other</u> | <u>Total</u> |
|-----------------------------|----------------|-----------------|--------------|
| Hood, James | 43,307.95 | 6,111.14 | 49,419.09 |
| Jamieson, Walter | 108,383.76 | | 108,383.76 |
| Jarek, John | | 425.76 | 425.76 |
| Jop III, Walter | 9,627.73 | | 9,627.73 |
| Jop Jr, Walter | 70,255.64 | 12,793.67 | 83,049.31 |
| Kandrotas, Stephen | 71,230.36 | 11,074.83 | 82,305.19 |
| Kelly, Timothy | 50,959.19 | 9,202.95 | 60,162.14 |
| Kerber, Daniel | 52,530.11 | 12,069.01 | 64,599.12 |
| Lafortune, Raymond | 44,727.79 | 5,899.18 | 50,626.97 |
| Landers, Richard | 76,433.29 | 5,869.83 | 82,303.12 |
| Latta, William | 57,709.93 | 4,747.10 | 62,457.03 |
| Layne, Debra | 42,680.39 | 430.15 | 43,110.54 |
| Layne, Keith | 29,684.71 | 5,264.43 | 34,949.14 |
| Layne, Warren | 10,414.38 | 335.20 | 10,749.58 |
| Layne, William | 81,474.47 | 13,109.97 | 94,584.44 |
| Luz, James | 55,935.93 | 5,188.24 | 61,124.17 |
| Mackey, John | 113,960.68 | | 113,960.68 |
| Manley, Mary | 13,429.52 | | 13,429.52 |
| Martin, Edward | 86,372.16 | 15,514.88 | 101,887.04 |
| McKenna, James | 66,632.29 | 10,052.73 | 76,685.02 |
| McLeod, Kathryn | 50,376.78 | 2,589.66 | 52,966.44 |
| Morris, Constance | 35,612.12 | 1,140.14 | 36,752.26 |
| Mosher, Beverly | 2,486.98 | 766.07 | 3,253.05 |
| Mulvey, Jessica | 49,882.20 | 2,763.33 | 52,645.53 |
| Newhall, James | 782.94 | | 782.94 |
| Newton, Eileen | 29,701.36 | | 29,701.36 |
| Newton, Sonia | 5,020.54 | | 5,020.54 |
| Pappas, Francis | 44,727.78 | 6,937.22 | 51,665.00 |
| Perry, Henry | 54,527.11 | 7,455.63 | 61,982.74 |
| Perry, Mark | 48,074.27 | 6,648.35 | 54,722.62 |
| Peterson, Dennis | 75,543.98 | 23,452.11 | 98,996.09 |
| Poisson, Karen | 34,078.76 | 4,981.80 | 39,060.56 |
| Porter, Kim | 26,783.50 | 2,974.99 | 29,758.49 |
| Powers, John | 65,790.73 | 11,975.67 | 77,766.40 |
| Reese, Keren | 44,290.93 | 2,751.77 | 47,042.70 |
| Reese, Kevin | 48,074.28 | 4,334.32 | 52,408.60 |
| Ringwood, Paul | 54,527.13 | 7,417.77 | 61,944.90 |
| Schwalb Jr, William | 43,703.80 | 1,336.57 | 45,040.37 |
| Scott, Robin | 664.78 | 299.19 | 963.97 |
| Sheehan, Michael | 42,680.32 | 690.00 | 43,370.32 |
| Sheehan, Timothy | 67,164.58 | 8,761.18 | 75,925.76 |
| Small, Matthew | 32,304.38 | 149.11 | 32,453.49 |
| Smith, Donna Jean | 44,021.17 | 2,027.94 | 46,049.11 |
| Stephens, Allan | 53,841.75 | 6,014.65 | 59,856.40 |
| Stephens, Robert | 46,415.61 | 8,419.37 | 54,834.98 |
| Stotik, Patricia | 34,140.19 | 1,323.40 | 35,463.59 |
| Suarez, Jeffrey | 43,605.77 | 1,833.51 | 45,439.28 |
| Sullivan, Edward | 35,065.62 | 2,329.00 | 37,394.62 |
| Tanguay, Roger | 51,937.08 | 5,658.16 | 57,595.24 |
| Thomas, Paul | 27,452.31 | | 27,452.31 |
| Thomas Jr, Paul | 120.00 | | 120.00 |
| Torres, Steven | 27,239.12 | 210.83 | 27,449.95 |
| Tumenas, William | * 81,887.83 | 3,430.91 | * 85,318.74 |
| Voto, John | 51,564.81 | 8,586.49 | 60,151.30 |
| Warren, Brian | 43,092.15 | 1,110.79 | 44,202.94 |
| Westaway, Robert | 45,993.72 | 7,078.17 | 53,071.89 |
| Williams Jr, James | 50,635.07 | 5,449.11 | 56,084.18 |
| Worth, Garin | 32,194.85 | 773.55 | 32,968.40 |

RECREATION:

| | | | |
|--------------------|----------|--|----------|
| Amato, Nicholas | 1,649.26 | | 1,649.26 |
| Bibo, Lauren | 2,261.06 | | 2,261.06 |
| Bourgeois, Jeffrey | 789.53 | | 789.53 |
| Clarke, Anthony | 1,006.32 | | 1,006.32 |
| Crowe, Timothy | 2,266.38 | | 2,266.38 |
| Cullity, Lauren | 996.62 | | 996.62 |
| Favreau, Scott | 2,543.34 | | 2,543.34 |
| Flynn, Colleen | 1,649.26 | | 1,649.26 |
| Flynn, Kerry | 2,266.38 | | 2,266.38 |
| Hattori, Timothy | 2,653.62 | | 2,653.62 |
| Heald, Ronald | 3,246.36 | | 3,246.36 |
| Knight, James | 999.85 | | 999.85 |

| * Includes court settlement | <u>Regular</u> | <u>OT/Other</u> | <u>Total</u> |
|-----------------------------|----------------|-----------------|--------------|
| Lightfoot, Jennie | 2,794.82 | | 2,794.82 |
| Morris, Paul | 999.85 | | 999.85 |
| Mulligan, Kathleen | 9,310.75 | | 9,310.75 |
| O'Brien, Kaitlyn | 1,686.50 | | 1,686.50 |
| O'Donnell, Shannon | 2,360.97 | | 2,360.97 |
| Patterson, Roy | 37,377.31 | | 37,377.31 |
| Penney, Sherri | 1,686.50 | | 1,686.50 |
| Perrin, Ronald | 3,236.80 | | 3,236.80 |
| Scott, Suzanne | 1,134.29 | | 1,134.29 |
| Smith, Brianne | 660.10 | | 660.10 |
| Sullivan, Kelli | 996.62 | | 996.62 |
| Welch, Lauren | 838.06 | | 838.06 |
| Witham, Caitlin | 6,985.29 | | 6,985.29 |
| Witham, Jillian | 2,689.52 | | 2,689.52 |

REGISTRARS:

| | | | |
|------------------|--------|--|--------|
| Bennett, Beverly | 500.00 | | 500.00 |
| Creamer, Edward | 500.00 | | 500.00 |
| Hunter, Robert | 500.00 | | 500.00 |

SCHOOL COMMITTEE BUILDING:

| | | | |
|----------------|----------|--|----------|
| Cathcart, Dawn | 5,141.81 | | 5,141.81 |
|----------------|----------|--|----------|

SCHOOL DEPARTMENT:

| | | | |
|------------------------|-----------|--|-----------|
| Abate-Upson, Cynthia | 54,157.10 | | 54,157.10 |
| Acone Callahan, Carole | 58,841.44 | | 58,841.44 |
| Adams, Mary Louise B | 44,779.72 | | 44,779.72 |
| Adams, Robin J | 418.29 | | 418.29 |
| Agganis, Evelyn | 1,903.45 | | 1,903.45 |
| Agostinelli, Karen | 137.50 | | 137.50 |
| Aiello, Mary Beth J | 41,984.58 | | 41,984.58 |
| Allen, Lynnette W | 1,584.44 | | 1,584.44 |
| Anderson, Douglas W | 4,263.00 | | 4,263.00 |
| Anderson, Kathleen | 39,422.16 | | 39,422.16 |
| Angelo, Laurie | 10,607.75 | | 10,607.75 |
| Araujo, Henrietta L | 51,504.13 | | 51,504.13 |
| Austin, Linda J | 37,300.72 | | 37,300.72 |
| Avila, Katherine P | 13,426.12 | | 13,426.12 |
| Aylward Jr, Robert W | 3,767.00 | | 3,767.00 |
| Aylward, Brian | 59,415.47 | | 59,415.47 |
| Aylward, James | 5,966.91 | | 5,966.91 |
| Aylward, Kathleen V | 48,501.49 | | 48,501.49 |
| Aylward, Norma J | 24,023.27 | | 24,023.27 |
| Aylward, Robert W | 76,443.00 | | 76,443.00 |
| Bagley, Sandra T | 2,332.48 | | 2,332.48 |
| Bailey, Lisa J | 37,453.09 | | 37,453.09 |
| Baker, Kathleen | 17,160.13 | | 17,160.13 |
| Ballou, Gary | 34,796.03 | | 34,796.03 |
| Bancroft, Karen J | 35,245.72 | | 35,245.72 |
| Barbera, Tina | 137.50 | | 137.50 |
| Barnett, Sandra | 47,534.84 | | 47,534.84 |
| Barry, Pamela A | 32,218.29 | | 32,218.29 |
| Bartley, Stephanie | 2,290.53 | | 2,290.53 |
| Basteri Jr, Lawrence J | 62,626.41 | | 62,626.41 |
| Basteri, Cynthia A | 65,393.62 | | 65,393.62 |
| Beaulieu, Linda | 12,270.93 | | 12,270.93 |
| Bedard, Maureen | 11,139.35 | | 11,139.35 |
| Belmonte, Patricia M | 40,013.40 | | 40,013.40 |
| Beloil, Elinor | 17,131.14 | | 17,131.14 |
| Bender, Helena A | 203.00 | | 203.00 |
| Bennett, Elaine M | 8,776.07 | | 8,776.07 |
| Benvenuto, Kathleen M | 3,374.29 | | 3,374.29 |
| Berian, Susanne M | 70.00 | | 70.00 |
| Berube, Judith K | 55,566.58 | | 55,566.58 |
| Bettencourt, Sandra C | 52,410.83 | | 52,410.83 |
| Billings, Nancy | 38,820.13 | | 38,820.13 |
| Bilodeau, Cathleen | 46,222.16 | | 46,222.16 |
| Black, Dale D | 48,823.07 | | 48,823.07 |
| Blackstone, Jeanne F | 28,210.32 | | 28,210.32 |
| Blandini, Anthony | 53,921.06 | | 53,921.06 |
| Bliss, Gail | 45,310.80 | | 45,310.80 |
| Boisvert, Lisa M | 574.00 | | 574.00 |

| * Includes court settlement | <u>Regular</u> | <u>OT/Other</u> | <u>Total</u> |
|-----------------------------|----------------|-----------------|--------------|
| Bolivar, Jennifer E | 80.00 | | 80.00 |
| Bonin, Ana P | 53,307.38 | | 53,307.38 |
| Boudreau, Rita | 12,569.27 | | 12,569.27 |
| Bourgeois, Marie R | 3,773.66 | | 3,773.66 |
| Bowler, Jane E | 200.09 | | 200.09 |
| Boyle, Nancy M | 9,106.82 | | 9,106.82 |
| Bradley, Albert W | 33,790.64 | | 33,790.64 |
| Bradley, Doreen A | 112.00 | | 112.00 |
| Bradley, Loreen R | 75,340.08 | | 75,340.08 |
| Bradley, Mark A | 3,537.00 | | 3,537.00 |
| Bradley, Thomas M | 3,767.00 | | 3,767.00 |
| Branco, Kevin M | 2,602.00 | | 2,602.00 |
| Brennan, Anne R | 831.32 | | 831.32 |
| Bresnahan, John C | 53,220.67 | | 53,220.67 |
| Bresnahan, Kimberly J | 53,655.05 | | 53,655.05 |
| Brewin, Deborah A | 37,506.69 | | 37,506.69 |
| Brigida, Robert M | 47,669.06 | | 47,669.06 |
| Brimer, Catherine | 58,666.32 | | 58,666.32 |
| Brimer, Katie J | 30.00 | | 30.00 |
| Brodsky, Rori A | 37,316.09 | | 37,316.09 |
| Brooks, Jennifer M | 53,251.01 | | 53,251.01 |
| Bucci, Mary Jane | 13,499.37 | | 13,499.37 |
| Buckley, Joseph P | 52,845.49 | | 52,845.49 |
| Buckley, Kara M | 5,914.75 | | 5,914.75 |
| Buckley, Maureen A | 52,171.40 | | 52,171.40 |
| Buckley, William Q | 37,483.65 | | 37,483.65 |
| Buehler, Deborah J | 400.00 | | 400.00 |
| Burke, Joseph E | 28,406.61 | | 28,406.61 |
| Burns, Timothy J | 28,173.87 | | 28,173.87 |
| Buss, Michael J | 48,464.79 | | 48,464.79 |
| Bustin, Elizabeth A | 48.90 | | 48.90 |
| Byrnes, Antoinette | 52,472.24 | | 52,472.24 |
| Byrnes, John | 12,075.21 | | 12,075.21 |
| Callahan, Cathleen A | 14.00 | | 14.00 |
| Callan, Kathleen A | 1,577.67 | | 1,577.67 |
| Callanan, Eileen F | 8,503.83 | | 8,503.83 |
| Camilo, Tracy L | 176.90 | | 176.90 |
| Campo, Josephine C | 1,410.76 | | 1,410.76 |
| Capuano, Bonnie | 2,085.55 | | 2,085.55 |
| Carey, Gertrude M | 56,183.29 | | 56,183.29 |
| Carey, Michael P | 37,334.90 | | 37,334.90 |
| Carl, Elaine M | 25,915.85 | | 25,915.85 |
| Camey, Barbara | 162.23 | | 162.23 |
| Carter, Linda | 10,058.26 | | 10,058.26 |
| Catherwood Jr, William W | 28,439.14 | | 28,439.14 |
| Chemaly, Jeffrey S | 6,791.19 | | 6,791.19 |
| Ciambella, Joan | 46,481.76 | | 46,481.76 |
| Ciccolella, Elaine P | 3,415.91 | | 3,415.91 |
| Cintolo, Karen | 45,074.93 | | 45,074.93 |
| Clarke, John C | 57,774.52 | | 57,774.52 |
| Cochran, Rose M | 22,796.58 | | 22,796.58 |
| Cody, Debra J | 50,204.03 | | 50,204.03 |
| Colman, Judith | 27,898.70 | | 27,898.70 |
| Conlin, Peter T | 400.18 | | 400.18 |
| Conlon, Ann M | 42,242.43 | | 42,242.43 |
| Conlon, Marjorie | 51,409.38 | | 51,409.38 |
| Conlon, Thomas | 56,602.11 | | 56,602.11 |
| Connell, Kathleen J | 51,615.36 | | 51,615.36 |
| Consaul, Scott J | 3,000.00 | | 3,000.00 |
| Conway, Karla | 67,617.52 | | 67,617.52 |
| Coombes, Eileen M | 9,608.80 | | 9,608.80 |
| Cooper, Mary Ellen | 50.00 | | 50.00 |
| Coppola, Paula B | 28,542.90 | | 28,542.90 |
| Coppola, Renee C | 285.92 | | 285.92 |
| Corsetti, Judith E | 508.08 | | 508.08 |
| Cote, Christine | 9,680.70 | | 9,680.70 |
| Cotter, Emily C | 42,044.13 | | 42,044.13 |
| Coughlin Jr, Charles E | 500.00 | | 500.00 |
| Coughlin, Charles E | 29,013.97 | | 29,013.97 |
| Coumoyer, Lisa T | 50,900.28 | | 50,900.28 |
| Craft, Lesley A | 1,036.64 | | 1,036.64 |
| Cremens, Edward D | 52,137.81 | | 52,137.81 |

* Includes court settlement

| | <u>Regular</u> | <u>OT/Other</u> | <u>Total</u> |
|------------------------|----------------|-----------------|--------------|
| Cullen, Robert K | 52,073.27 | | 52,073.27 |
| Cummings, Geraldine M | 54,106.62 | | 54,106.62 |
| Curtin, Barbara A | 10,945.43 | | 10,945.43 |
| Curtin, Paula M | 10,192.87 | | 10,192.87 |
| Cuskey Jr, William P | 31,520.61 | | 31,520.61 |
| DaSilva, Jorge Braz | 32,831.82 | | 32,831.82 |
| Davis, Alma A | 54,097.32 | | 54,097.32 |
| Davis, Janet | 11,119.95 | | 11,119.95 |
| Davis, Susan K | 17,916.74 | | 17,916.74 |
| Davos, Diane | 45,403.61 | | 45,403.61 |
| Day, Debra | 50.00 | | 50.00 |
| DeAngelis, Michelina | 78,494.07 | | 78,494.07 |
| DeGregorio, William J | 2,499.96 | | 2,499.96 |
| DelGrosso, Anthony | 9,100.00 | | 9,100.00 |
| DelGrosso, Joseph | 43,744.22 | | 43,744.22 |
| DelleDonne, Deborah J | 110.60 | | 110.60 |
| Delponte, Lucille A | 14.00 | | 14.00 |
| DeLucia, Frances | 37,977.06 | | 37,977.06 |
| Demos, Shannon | 35,702.14 | | 35,702.14 |
| Demoura, Kris S | 1,320.00 | | 1,320.00 |
| Deoreo, Sara M | 47,315.15 | | 47,315.15 |
| DePierro, Donna M | 584.50 | | 584.50 |
| Dermody, Joseph J | 43,965.58 | | 43,965.58 |
| DeRoche, Julie M | 41,612.33 | | 41,612.33 |
| Desisto, Carolyn M | 8,861.17 | | 8,861.17 |
| Devoe, Lynn A | 4,554.43 | | 4,554.43 |
| Dewing, Henry | 33,243.55 | | 33,243.55 |
| Dey, Joan E | 26,522.00 | | 26,522.00 |
| Dias, Patricia | 52,204.99 | | 52,204.99 |
| DiCiaccio, Mary | 16,976.10 | | 16,976.10 |
| Dick, Edward K | 2,499.96 | | 2,499.96 |
| Dickinson, Judy | 11,440.86 | | 11,440.86 |
| DiRocco, Leo | 4,139.00 | | 4,139.00 |
| DiRocco, Todd M | 2,602.00 | | 2,602.00 |
| Dixon, Alison M | 7,399.65 | | 7,399.65 |
| Dobbin, Anna B | 6,389.40 | | 6,389.40 |
| Dobbin, Benedict J | 42,972.92 | | 42,972.92 |
| Dobbin, Travis M | 21,686.50 | | 21,686.50 |
| Dobson, Mary D | 23,378.20 | | 23,378.20 |
| Donnelly, Ann M | 10,027.40 | | 10,027.40 |
| Donnelly, Deborah | 1,995.00 | | 1,995.00 |
| Donoghue, John | 68,026.99 | | 68,026.99 |
| Donovan, Alfred P | 4,139.00 | | 4,139.00 |
| Doolan, Robert D | 42,580.61 | | 42,580.61 |
| Doucette, Sandra L | 1,027.52 | | 1,027.52 |
| Downing, Doreen T | 290.50 | | 290.50 |
| Drevet, Mary A | 5,615.00 | | 5,615.00 |
| Driscoll, Rachael M | 8,902.50 | | 8,902.50 |
| Drouin Jr, Ronald | 45,881.71 | | 45,881.71 |
| Duffy, Ciara | 26,168.28 | | 26,168.28 |
| Dufour, Henri A | 58,018.43 | | 58,018.43 |
| Duncan, Anne | 52,171.27 | | 52,171.27 |
| Duprey, Cheryl | 36,267.09 | | 36,267.09 |
| Durkin, Gale F Hanna | 11,601.82 | | 11,601.82 |
| Dutile, Colleen M | 25,166.29 | | 25,166.29 |
| Dyer, Marian A | 1,762.68 | | 1,762.68 |
| Dykeman, Lynne | 31,906.21 | | 31,906.21 |
| Dzadosz, Judith Ann | 9,975.66 | | 9,975.66 |
| Economou, George | 47,448.08 | | 47,448.08 |
| Edell, Cassandra M | 48,236.70 | | 48,236.70 |
| Edelstein, Eleanor | 50,087.00 | | 50,087.00 |
| Ehresman, Kathryn A | 32,728.93 | | 32,728.93 |
| Eldringhoff, Mary S | 52,811.50 | | 52,811.50 |
| Elwell, Joanne M | 9,723.85 | | 9,723.85 |
| Emerson, William R | 49.06 | | 49.06 |
| Enos, Teresa A | 39,353.72 | | 39,353.72 |
| Eringis, Mary A | 8,270.88 | | 8,270.88 |
| Ernest, Adrienne M | 38,825.77 | | 38,825.77 |
| Ethier, Sandra C | 11,284.07 | | 11,284.07 |
| Evangelista, Geraldine | 2,713.90 | | 2,713.90 |
| Fairweather, Paula R | 1,057.00 | | 1,057.00 |
| Fallon Jr, Richard F | 29,429.65 | | 29,429.65 |

* Includes court settlement

| | <u>Regular</u> | <u>OT/Other</u> | <u>Total</u> |
|---------------------------|----------------|-----------------|--------------|
| Faraci, Annina | 54,698.50 | | 54,698.50 |
| Famham, Jayne | 38,576.89 | | 38,576.89 |
| Farrey Forsyth, Nancy | 54,185.21 | | 54,185.21 |
| Feick, Mary | 31,511.50 | | 31,511.50 |
| Feran, Martha A | 7,711.68 | | 7,711.68 |
| Ferrarini, Colleen S | 15,562.36 | | 15,562.36 |
| Fisher, Leanne M | 3,831.29 | | 3,831.29 |
| Fiske, Elaine | 46,606.22 | | 46,606.22 |
| Fitzgerald, Judith I | 14,896.59 | | 14,896.59 |
| Flagg, Kristi L | 22,752.41 | | 22,752.41 |
| Flanagan, Julie | 47,790.89 | | 47,790.89 |
| Flynn, Chester | 2,602.00 | | 2,602.00 |
| Foley, Dorothy | 52,169.97 | | 52,169.97 |
| Foley, Judi K | 50,522.35 | | 50,522.35 |
| Foran, Robin M | 3,406.75 | | 3,406.75 |
| Ford, Kathleen | 50,110.11 | | 50,110.11 |
| Fortier, Julie M | 18,257.84 | | 18,257.84 |
| Foss, Jamie M | 34,894.68 | | 34,894.68 |
| Fothergill, Patricia M | 6,144.10 | | 6,144.10 |
| Fowler, June | 24,386.86 | | 24,386.86 |
| Fowler, Marilyn II | 10,602.24 | | 10,602.24 |
| Francis, Diane T | 2,128.26 | | 2,128.26 |
| Frank, Joseph C | 49,496.56 | | 49,496.56 |
| Frechette, Leo | 11,000.00 | | 11,000.00 |
| Freeman, Marcia R | 5,841.03 | | 5,841.03 |
| Friedman, Carole | 13,334.78 | | 13,334.78 |
| Friedman, Joan | 52,133.53 | | 52,133.53 |
| Frost-Canty, Nancy N | 6,340.00 | | 6,340.00 |
| Fuller, Jan H | 54,572.15 | | 54,572.15 |
| Gaffney, M Elizabeth | 61,424.77 | | 61,424.77 |
| Gagne, Catherine M | 14,045.26 | | 14,045.26 |
| Gagnon, Kim M | 33,992.27 | | 33,992.27 |
| Gagnon, Susan | 53,216.05 | | 53,216.05 |
| Gale, Patricia A | 748.00 | | 748.00 |
| Gallant, John R | 3,922.85 | | 3,922.85 |
| Gallo, Carole A | 54,271.16 | | 54,271.16 |
| Gallo, Laura | 320.00 | | 320.00 |
| Gallotto, Carolyn A | 1,480.50 | | 1,480.50 |
| Galvao, Linda M | 1,425.17 | | 1,425.17 |
| Garas, Kelly B | 3,657.44 | | 3,657.44 |
| Gardner, Eileen T | 46,632.52 | | 46,632.52 |
| Gath, Frances | 52,291.78 | | 52,291.78 |
| Gaudette, Anna P | 9,709.52 | | 9,709.52 |
| Gendall, Dorothy A | 3,395.70 | | 3,395.70 |
| Georgopoulos, Martha | 812.96 | | 812.96 |
| Giampaolo, Renee M | 1,402.96 | | 1,402.96 |
| Gilbert, Susan M | 37,084.51 | | 37,084.51 |
| Gilbride, Thomas M | 37,014.40 | | 37,014.40 |
| Gillette Manna, Barbara J | 40,739.18 | | 40,739.18 |
| Gillotte, Karen M | 11,483.30 | | 11,483.30 |
| Gillotte, Sarah | 3,240.00 | | 3,240.00 |
| Goldstein, Gladys | 9,207.41 | | 9,207.41 |
| Gorski, Arlene M | 2,762.97 | | 2,762.97 |
| Gould, Mary Jo | 1,267.61 | | 1,267.61 |
| Graham, Donna | 53,138.37 | | 53,138.37 |
| Grant, Jane | 3,423.44 | | 3,423.44 |
| Grasso, Karen | 7,346.32 | | 7,346.32 |
| Graves, Gloria J | 50,439.82 | | 50,439.82 |
| Greene, Nicole L | 650.00 | | 650.00 |
| Greenman, George C | 46,180.73 | | 46,180.73 |
| Greenwood, Karen A | 13,275.82 | | 13,275.82 |
| Gropman, Maureen C | 57,435.21 | | 57,435.21 |
| Guiliani, Denise | 9,197.81 | | 9,197.81 |
| Gumbrecht, Jackie | 699.34 | | 699.34 |
| Gurry, Sheila | 46,617.18 | | 46,617.18 |
| Haber, Toby R | 28,155.53 | | 28,155.53 |
| Hair-Sullivan, Linda | 53,252.87 | | 53,252.87 |
| Hall, Yvonne M | 300.00 | | 300.00 |
| Hamilton, Gail M | 46,457.37 | | 46,457.37 |
| Hamlyn, Joyce G | 2,628.54 | | 2,628.54 |
| Hansberry, Bonita | 58,292.75 | | 58,292.75 |
| Harkins, Amy D | 550.00 | | 550.00 |

* Includes court settlement

| | <u>Regular</u> | <u>OT/Other</u> | <u>Total</u> |
|----------------------|----------------|-----------------|--------------|
| Harrington, David F | 28,176.21 | | 28,176.21 |
| Harrison, Dolores M | 48,666.20 | | 48,666.20 |
| Harrison, Jaclyn N | 8,185.00 | | 8,185.00 |
| Hassan, Christine | 52,209.99 | | 52,209.99 |
| Hawkins, H Herrick | 49,459.36 | | 49,459.36 |
| Hazel, George | 4,060.00 | | 4,060.00 |
| Hendrigan, Dianne | 1,846.09 | | 1,846.09 |
| Hennemuth, Randali J | 3,530.00 | | 3,530.00 |
| Hennemuth, Trudi | 50,262.56 | | 50,262.56 |
| Henry, Kathleen | 45,992.74 | | 45,992.74 |
| Herlihy, Mary | 53,409.17 | | 53,409.17 |
| Hession, Joanne B | 13,725.93 | | 13,725.93 |
| Hickey, Brian J | 59,489.30 | | 59,489.30 |
| Higgins, Jodi L | 32,790.62 | | 32,790.62 |
| Hillson, Kimberly H | 31,200.02 | | 31,200.02 |
| Hirtle, Maryellen | 32,749.21 | | 32,749.21 |
| Hodgdon, James J | 2,365.00 | | 2,365.00 |
| Hodgson, Karen M | 45,030.97 | | 45,030.97 |
| Hoffman, Helen M | 1,472.24 | | 1,472.24 |
| Hogan, Sarah T | 37,862.70 | | 37,862.70 |
| Holmy, Carole | 13,674.00 | | 13,674.00 |
| Hopkins, Judith A | 29,429.23 | | 29,429.23 |
| Houmiller, Nancy | 8,765.02 | | 8,765.02 |
| House, Linda | 28,354.00 | | 28,354.00 |
| Hubert, Janet | 13,219.33 | | 13,219.33 |
| Hughes, Dianne C | 7,257.40 | | 7,257.40 |
| Hughes, Kelly J | 12,649.00 | | 12,649.00 |
| Hughes, Lisa Neary | 49,080.54 | | 49,080.54 |
| Hummrich, Gretchen A | 23,779.78 | | 23,779.78 |
| Hyland, Lori | 43,023.23 | | 43,023.23 |
| Hynes, John N | 33,399.43 | | 33,399.43 |
| Hynes, Kim | 39,677.90 | | 39,677.90 |
| Hyslip, Bonnie | 1,331.13 | | 1,331.13 |
| Ianetta, Linda J | 224.00 | | 224.00 |
| Indelicato, Rosemary | 14,255.41 | | 14,255.41 |
| Irons, Frederick E | 9,423.20 | | 9,423.20 |
| Jackman, Maureen | 46,689.59 | | 46,689.59 |
| Jacobson, Lucy | 3,972.12 | | 3,972.12 |
| Jagla, Barbara J | 38,475.87 | | 38,475.87 |
| Jardin, August P | 52,171.39 | | 52,171.39 |
| Jarek, John F | 53,241.00 | | 53,241.00 |
| Johnson, Andree T | 5,043.76 | | 5,043.76 |
| Jones, Iris M | 8,189.88 | | 8,189.88 |
| Juszkiewicz, Jane | 13,149.56 | | 13,149.56 |
| Kaiser, Anna P | 625.50 | | 625.50 |
| Kaiser, Emily T | 220.50 | | 220.50 |
| Kalarites, George | 55,111.11 | | 55,111.11 |
| Kalarites, Marcia A | 56,727.29 | | 56,727.29 |
| Kane, Maureen | 46,571.20 | | 46,571.20 |
| Karlberg, David R | 2,718.00 | | 2,718.00 |
| Kasprian, Kaspar | 52,900.63 | | 52,900.63 |
| Kastritis, James P | 46,559.40 | | 46,559.40 |
| Kawalski, Patricia | 1,295.00 | | 1,295.00 |
| Kearns, Joanne | 29,043.48 | | 29,043.48 |
| Keating, Thomas E | 2,602.00 | | 2,602.00 |
| Keddie, Patricia A | 48,176.11 | | 48,176.11 |
| Keefe, Barbara A | 8,409.72 | | 8,409.72 |
| Keeley, Bonnie | 203.00 | | 203.00 |
| Kelley, Diane | 0.00 | | 0.00 |
| Kelley, Dianne L | 4,660.00 | | 4,660.00 |
| Kelley, Jane A | 52,420.46 | | 52,420.46 |
| Kelley, Louise E | 23,755.88 | | 23,755.88 |
| Kelley, Maureen P | 50,101.15 | | 50,101.15 |
| Kibbe, Carolyn F | 18,817.46 | | 18,817.46 |
| King, Pauline J | 69,071.48 | | 69,071.48 |
| Kirwin, Virginia | 48,788.78 | | 48,788.78 |
| Kirwin, William | 53,626.85 | | 53,626.85 |
| Kling, Joyce | 10,112.49 | | 10,112.49 |
| Kolack, Roseanne | 52,901.37 | | 52,901.37 |
| Koskey, Pamela A | 41,396.07 | | 41,396.07 |
| Krainski, Joanna D | 60,012.85 | | 60,012.85 |
| Krol, Patricia A | 52,337.48 | | 52,337.48 |

* Includes court settlement

| | <u>Regular</u> | <u>OT/Other</u> | <u>Total</u> |
|-------------------------|----------------|-----------------|--------------|
| Krueger, Barbara E | 50,543.13 | | 50,543.13 |
| Krzesinski, Elizabeth A | 32,861.98 | | 32,861.98 |
| Kubarsky, Claire M | 812.50 | | 812.50 |
| Kushnieruk, Stefanie L | 100.00 | | 100.00 |
| Kyser, Jean B | 1,035.98 | | 1,035.98 |
| LaChance, Susan | 53,142.22 | | 53,142.22 |
| Laffey, John J | 32,358.00 | | 32,358.00 |
| Laffey, Mary | 48,420.06 | | 48,420.06 |
| LaFland, Kimberly A | 27,918.36 | | 27,918.36 |
| LaFrance, Denise L | 29,897.53 | | 29,897.53 |
| Lakeman, Mary E | 910.00 | | 910.00 |
| Lamotte, Susan | 52,242.82 | | 52,242.82 |
| Lane, Jaime A | 34,073.16 | | 34,073.16 |
| Lannon, Patricia | 54,777.26 | | 54,777.26 |
| Laws, Nancy | 51,721.41 | | 51,721.41 |
| Lazzara, Mary E | 18,525.77 | | 18,525.77 |
| Leahy, Frederick | 54,057.86 | | 54,057.86 |
| LeBlanc, Heather A | 48,643.72 | | 48,643.72 |
| LeCam, Donna | 54,536.92 | | 54,536.92 |
| LeClair, Alfred | 52,073.27 | | 52,073.27 |
| LeClair, James L | 55,252.60 | | 55,252.60 |
| LeFave, Christopher | 187.50 | | 187.50 |
| Leibovitz, Heather C | 8,177.68 | | 8,177.68 |
| Lennon, Carol Ann | 8,909.41 | | 8,909.41 |
| Leprohon, Joseph A | 32,794.94 | | 32,794.94 |
| Lesage, Charles | 37,376.34 | | 37,376.34 |
| Levine, Steven | 63,003.05 | | 63,003.05 |
| Levy-Siopes, Jennifer M | 5,613.85 | | 5,613.85 |
| Lewis, Helen | 53,262.57 | | 53,262.57 |
| Libby, David A | 49,851.79 | | 49,851.79 |
| Lightfoot, James M | 2,639.00 | | 2,639.00 |
| Lindsey, Eileen M | 2,170.00 | | 2,170.00 |
| Linnehan, Mary K | 33,225.61 | | 33,225.61 |
| Loftin, Margaret | 398.38 | | 398.38 |
| London, Patricia L | 10,522.45 | | 10,522.45 |
| Loosen, Mary | 13,088.68 | | 13,088.68 |
| Loosen, Raymond | 55,645.87 | | 55,645.87 |
| Lovett, Thomas W | 67,215.30 | | 67,215.30 |
| Lundin, Sharon E | 114.10 | | 114.10 |
| Lussier, Pamela | 18,382.11 | | 18,382.11 |
| MacDonald, Bruce Allan | 35,872.76 | | 35,872.76 |
| MacDougall, Robert | 74,110.66 | | 74,110.66 |
| Macinnis, Kristine | 1,125.00 | | 1,125.00 |
| MacLeod, Kathleen | 8,206.25 | | 8,206.25 |
| MaGuire, Mary | 42,189.67 | | 42,189.67 |
| Mahoney, Eileen | 23,324.02 | | 23,324.02 |
| Mainey, Frederick M | 13,873.01 | | 13,873.01 |
| Mainey, Jill M | 784.96 | | 784.96 |
| Malatesta, Rosamond | 52,910.71 | | 52,910.71 |
| Mallett, Nychole | 74.20 | | 74.20 |
| Malone, Linda | 50,414.06 | | 50,414.06 |
| Maloney, Robert B | 52,171.39 | | 52,171.39 |
| Maloy, Anne | 47,238.15 | | 47,238.15 |
| Maloy, John | 53,118.35 | | 53,118.35 |
| Manley II, James | 46,617.18 | | 46,617.18 |
| Mann, Pamela A | 42.00 | | 42.00 |
| Manseau, Mary | 56,021.08 | | 56,021.08 |
| Manzelli, Lisa A | 33,303.85 | | 33,303.85 |
| Manzi, Edward R | 41,113.38 | | 41,113.38 |
| Manzi, Robert L | 57,371.07 | | 57,371.07 |
| Maranville, Marie L | 48,176.11 | | 48,176.11 |
| Marcella, Jennifer K | 22,172.57 | | 22,172.57 |
| Marchand, Jon A | 34,273.31 | | 34,273.31 |
| Marcheterre, Lisa A | 43,056.26 | | 43,056.26 |
| Marcus, David | 47,514.97 | | 47,514.97 |
| Marget, Lisa G | 299.52 | | 299.52 |
| Marikor, Kathleen R | 8,507.79 | | 8,507.79 |
| Marion II, Louis E | 2,127.60 | | 2,127.60 |
| Marion Jr, Louis E | 39,410.08 | | 39,410.08 |
| Marsh, Elsa A | 46,207.47 | | 46,207.47 |
| Marshall, Angela | 43,495.50 | | 43,495.50 |
| Martel, Patricia M | 17,597.83 | | 17,597.83 |

| * Includes court settlement | <u>Regular</u> | <u>OT/Other</u> | <u>Total</u> |
|-----------------------------|----------------|-----------------|--------------|
| Martin, Daniel N | 39,226.81 | | 39,226.81 |
| Martin, Robert E | 10,291.60 | | 10,291.60 |
| Martino, Christopher J | 14,704.90 | | 14,704.90 |
| Masters, Rita | 17,677.71 | | 17,677.71 |
| Matysczak, Helen | 51,218.69 | | 51,218.69 |
| Maxwell, Elaine | 50,062.47 | | 50,062.47 |
| Mayotte, Teresa A | 1,402.96 | | 1,402.96 |
| McAndrew, Kristin L | 19,615.73 | | 19,615.73 |
| McAndrews, Patrick F | 50,835.88 | | 50,835.88 |
| McArdle Milenavich, Sharon | 54,419.72 | | 54,419.72 |
| McArdle, Katharine J | 2,143.80 | | 2,143.80 |
| McArdle, Kevin P | 76,827.09 | | 76,827.09 |
| McBrine, Monica | 28,398.53 | | 28,398.53 |
| McCabe, Evelyn D | 5,883.48 | | 5,883.48 |
| McCabe, Robert F | 61,018.82 | | 61,018.82 |
| McCann, Joseph F | 46,075.12 | | 46,075.12 |
| McCarthy, Carol F | 3,358.10 | | 3,358.10 |
| McCarthy, Robert | 32,902.03 | | 32,902.03 |
| McComber, Michele | 3,260.64 | | 3,260.64 |
| McCormick, Annmarie | 153.12 | | 153.12 |
| McDade, Pamela | 51,688.37 | | 51,688.37 |
| McDermott, Kathy | 7,705.00 | | 7,705.00 |
| McDonnell, Patricia R | 53,918.58 | | 53,918.58 |
| McFadden, Kelly A | 39,733.35 | | 39,733.35 |
| McGuire, James | 82,500.09 | | 82,500.09 |
| McGinn, Marybeth | 38,275.05 | | 38,275.05 |
| McGowan, Muriel | 11,083.00 | | 11,083.00 |
| McGrath, Christine L | 110,580.78 | | 110,580.78 |
| McGrath, Robert M | 38,782.13 | | 38,782.13 |
| McIntosh, Susan D | 1,281.00 | | 1,281.00 |
| McKenna, Donna M | 11,568.38 | | 11,568.38 |
| McLaughlin, Maria L | 4,012.94 | | 4,012.94 |
| McLaughlin, Mary L | 399.00 | | 399.00 |
| McNamara, Maureen | 52,743.67 | | 52,743.67 |
| McPhee, Lorraine | 14,080.70 | | 14,080.70 |
| McSheehy, Erin C | 15,395.85 | | 15,395.85 |
| McSheehy, Maureen | 51,698.62 | | 51,698.62 |
| McWilliams, Brenda | 46,593.95 | | 46,593.95 |
| Mercier, Kelly E | 19,806.35 | | 19,806.35 |
| Merrill, Jennifer A | 42,324.06 | | 42,324.06 |
| Metivier, Krista M | 2,229.17 | | 2,229.17 |
| Meuse, Anne M | 1,795.15 | | 1,795.15 |
| Meuse, Donna L | 288.35 | | 288.35 |
| Meuse, Molly E | 711.00 | | 711.00 |
| Meuse, Patricia M | 34,991.92 | | 34,991.92 |
| Middleton, Judith A | 35,738.30 | | 35,738.30 |
| Middleton, Scott | 15,038.75 | | 15,038.75 |
| Miller, Sandra H | 20,723.28 | | 20,723.28 |
| Mistretta, Diane | 289.29 | | 289.29 |
| Moffield, Kathleen | 53,626.69 | | 53,626.69 |
| Montecalvo, Dolores | 11,477.34 | | 11,477.34 |
| Mooney, Donna B | 60,801.10 | | 60,801.10 |
| Moore, Lisa A | 5,015.62 | | 5,015.62 |
| Mootrcy, Kathleen J | 50,062.47 | | 50,062.47 |
| Morandi, Denise | 44,880.82 | | 44,880.82 |
| Morello, Mary Beth | 12,683.90 | | 12,683.90 |
| Morgan, Paul F | 13,698.91 | | 13,698.91 |
| Morrill Jr, Thomas A | 43,338.47 | | 43,338.47 |
| Morris, Mary C | 11,944.02 | | 11,944.02 |
| Morris, Mary Louise | 54,904.64 | | 54,904.64 |
| Morrissey, Joanne M | 51,234.79 | | 51,234.79 |
| Moser, Sharon J | 51,962.14 | | 51,962.14 |
| Mousscau, Richard | 52,171.39 | | 52,171.39 |
| Mrozowski, Jennifer | 38,581.77 | | 38,581.77 |
| Mugford, Debralee | 3,560.77 | | 3,560.77 |
| Mulcahy, Jane E | 41,343.86 | | 41,343.86 |
| Mullen, David | 51,378.40 | | 51,378.40 |
| Murphy, Anne L | 14,535.58 | | 14,535.58 |
| Murphy, Eileen M | 2,602.00 | | 2,602.00 |
| Murphy, Lois E | 18,575.15 | | 18,575.15 |
| Murphy, Robin A | 295.75 | | 295.75 |
| Murray, Shawn | 2,639.00 | | 2,639.00 |

| * Includes court settlement | <u>Regular</u> | <u>OT/Other</u> | <u>Total</u> |
|-----------------------------|----------------|-----------------|--------------|
| Musumeci, Joseph | 52,925.89 | | 52,925.89 |
| Napoli, Patricia A | 23,001.00 | | 23,001.00 |
| Nastasi, Maryellen A | 52,790.67 | | 52,790.67 |
| Natola, Ralph J | 70,045.78 | | 70,045.78 |
| Nawn, Mary A | 3,837.06 | | 3,837.06 |
| Neal, Terrance F | 29,572.86 | | 29,572.86 |
| Nee, Mary Elizabeth | 33,584.79 | | 33,584.79 |
| Newton, Richard H | 35,637.27 | | 35,637.27 |
| Nichols, Laura R | 3,180.00 | | 3,180.00 |
| Nolan, Marie | 5,697.76 | | 5,697.76 |
| Norton, Paul E | 2,680.00 | | 2,680.00 |
| OBerg, Teresa M | 99.48 | | 99.48 |
| OBrien, Brenda A | 56,076.08 | | 56,076.08 |
| OBrien, Daniel G | 52,451.14 | | 52,451.14 |
| OBrien, Joanne | 50,456.20 | | 50,456.20 |
| OBrien, John H | 7,633.20 | | 7,633.20 |
| OBrien, Madeleine | 35,136.56 | | 35,136.56 |
| OBrien, Marilyn P | 53,699.02 | | 53,699.02 |
| ODonnell, Andrea M | 46,038.04 | | 46,038.04 |
| OHara, Ann | 52,213.19 | | 52,213.19 |
| OKeefe, Stephen J | 2,602.00 | | 2,602.00 |
| Okun, Alison B | 11,279.93 | | 11,279.93 |
| Oliver, Christine M | 40,528.76 | | 40,528.76 |
| Ollino, Laurie C P | 836.50 | | 836.50 |
| Onessimo, Stacey A | 2,670.44 | | 2,670.44 |
| Osterberg, Roy | 36,330.56 | | 36,330.56 |
| Osterman, Glenn W | 53,015.29 | | 53,015.29 |
| Osterman, Marcia | 29,692.27 | | 29,692.27 |
| OSullivan, Rita | 52,695.39 | | 52,695.39 |
| Otis, Richard | 52,977.90 | | 52,977.90 |
| Page, Donald C | 32,071.87 | | 32,071.87 |
| Page, Ronald G | 12,289.94 | | 12,289.94 |
| Pagiavlas, Stephanie | 54,294.56 | | 54,294.56 |
| Paglia, Diane | 3,819.43 | | 3,819.43 |
| Palm, Judith M | 53,798.27 | | 53,798.27 |
| Papik, Elizabeth | 52,888.83 | | 52,888.83 |
| Paquette, Sharon | 2,521.26 | | 2,521.26 |
| Paris, Julie E | 50,233.81 | | 50,233.81 |
| Parker, Lisa E | 45,976.90 | | 45,976.90 |
| Pastore, Michelle | 28,027.22 | | 28,027.22 |
| Patterson, Roy | 2,602.00 | | 2,602.00 |
| Patterson, Stephen R | 14,362.70 | | 14,362.70 |
| Patterson, Susan | 53,055.57 | | 53,055.57 |
| Paul, George S | 73,714.63 | | 73,714.63 |
| Payne, Yvette | 9,477.04 | | 9,477.04 |
| Peach, Dorothy | 23,140.18 | | 23,140.18 |
| Penney, Claire K | 2,581.95 | | 2,581.95 |
| Penney, Kathleen | 13,705.78 | | 13,705.78 |
| Penza, Frederick | 56,273.04 | | 56,273.04 |
| Pepin Kennedy, Mary | 51,308.96 | | 51,308.96 |
| Perrin, Ronald D | 3,763.56 | | 3,763.56 |
| Perrin, Ruth | 2,499.96 | | 2,499.96 |
| Petalas, Marjorie A | 52,867.03 | | 52,867.03 |
| Peterson, Elizabeth A | 11,303.97 | | 11,303.97 |
| Petkiewich, Grace | 10,778.81 | | 10,778.81 |
| Petrishen, Debora M | 48.90 | | 48.90 |
| Petros, Joseph M | 8,510.20 | | 8,510.20 |
| Philbrook, Kenneth M | 13,599.70 | | 13,599.70 |
| Pilat, Roger | 55,184.09 | | 55,184.09 |
| Piscione, Claire | 48,958.02 | | 48,958.02 |
| Piscione, William | 59,236.03 | | 59,236.03 |
| Pishock, Patricia | 14,472.68 | | 14,472.68 |
| Plant, Wendy | 1,117.57 | | 1,117.57 |
| Policelli, Ann M | 5,075.62 | | 5,075.62 |
| Pollard, Gail A | 46,156.77 | | 46,156.77 |
| Porcaro, Cheryl | 71,736.13 | | 71,736.13 |
| Porter, Maura A | 37,717.84 | | 37,717.84 |
| Primerano, Mary A | 52,982.04 | | 52,982.04 |
| Pringle, James R | 38,754.11 | | 38,754.11 |
| Prodanas, Stephen | 56,244.78 | | 56,244.78 |
| Puma, Dustine R | 16,860.17 | | 16,860.17 |
| Quinn, John F | 85,033.03 | | 85,033.03 |

* Includes court settlement

| | <u>Regular</u> | <u>OT/Other</u> | <u>Total</u> |
|----------------------------|----------------|-----------------|--------------|
| Quinn, Kathryn | 38,454.13 | | 38,454.13 |
| Read, Elinor A | 52,837.27 | | 52,837.27 |
| Reading, Robin | 42,427.17 | | 42,427.17 |
| Reale, Patricia A | 7,040.76 | | 7,040.76 |
| Redmond, Kimberly A | 348.33 | | 348.33 |
| Reed, Claire | 46,748.78 | | 46,748.78 |
| Reitano, Carol | 97.34 | | 97.34 |
| Rice, Joseph F | 28,919.25 | | 28,919.25 |
| Rich, Tammy | 4,151.84 | | 4,151.84 |
| Riddle-Duffy, Joann M | 551.68 | | 551.68 |
| Rideout, Gerald | 61,417.87 | | 61,417.87 |
| Rideout, Maureen | 55,740.09 | | 55,740.09 |
| Riley, Elaine | 39,992.59 | | 39,992.59 |
| Roberts, Marimargaret | 52,190.92 | | 52,190.92 |
| Robinson, Beverly | 24,696.15 | | 24,696.15 |
| Robinson, Elizabeth C | 48,348.84 | | 48,348.84 |
| Robishaw, Don L | 3,298.52 | | 3,298.52 |
| Rodgers, Kristi | 34,502.71 | | 34,502.71 |
| Rogacki, Daniel | 46,207.47 | | 46,207.47 |
| Rogers, Kristina | 45,023.84 | | 45,023.84 |
| Rogers, Leigh A | 800.00 | | 800.00 |
| Rogers, Valerie E | 24,474.48 | | 24,474.48 |
| Rollka, Patricia J | 4,633.57 | | 4,633.57 |
| Romano, Anthony | 91,414.02 | | 91,414.02 |
| Ronan, Cathy | 57,256.42 | | 57,256.42 |
| Ross, Heidi C | 16,022.36 | | 16,022.36 |
| Rothe, Nancy | 4,446.64 | | 4,446.64 |
| Rouff, Francesca | 43,462.88 | | 43,462.88 |
| Rubico, Geraldine | 47,913.49 | | 47,913.49 |
| Ryan, Kenneth J | 15,926.28 | | 15,926.28 |
| Ryan, Sandra | 54,871.30 | | 54,871.30 |
| Ryan, Sandra | 20,045.97 | | 20,045.97 |
| Ryder, Elizabeth | 11,240.02 | | 11,240.02 |
| Ryser, Patricia A | 48,715.75 | | 48,715.75 |
| Sachetta, Susan J | 273.00 | | 273.00 |
| Sacramone, Agnes | 56,724.63 | | 56,724.63 |
| Sacramone-Greene, Donna M | 39,210.80 | | 39,210.80 |
| Sagro, Carol | 54,761.58 | | 54,761.58 |
| Saindon, Denise M | 45,752.40 | | 45,752.40 |
| Saitta, Candace | 2,564.46 | | 2,564.46 |
| Sanford, Shirley | 52,121.62 | | 52,121.62 |
| Santini, Julie E | 839.10 | | 839.10 |
| Santos Zambella, Elizabeth | 46,570.49 | | 46,570.49 |
| Sartori, Anita | 28,842.20 | | 28,842.20 |
| Satkwich, Caroline A | 1,088.99 | | 1,088.99 |
| Schimmelbusch, Kurt | 18,356.23 | | 18,356.23 |
| Schofield, Bradford E | 26,390.43 | | 26,390.43 |
| Scofield, Susan | 46,625.48 | | 46,625.48 |
| Scott, Andrea M | 475.00 | | 475.00 |
| Scott, Robin M | 12,701.90 | | 12,701.90 |
| Sdoia, Eugene | 53,882.94 | | 53,882.94 |
| Sears, Douglas W | 2,499.96 | | 2,499.96 |
| Sears, Rosemary | 320.00 | | 320.00 |
| Selissen, Jeanne K | 25,261.31 | | 25,261.31 |
| Senesi, Janet | 60.00 | | 60.00 |
| Senesi, Kathryn L | 8,895.00 | | 8,895.00 |
| Setterlund, Danelle O | 1,473.58 | | 1,473.58 |
| Sharkey, James F | 61,707.59 | | 61,707.59 |
| Sharkey, Kimberly A | 7,190.00 | | 7,190.00 |
| Shattuck, Beverly M | 9,860.40 | | 9,860.40 |
| Sheehan, Ann B | 7,345.00 | | 7,345.00 |
| Sheehan, Kimberly A | 8,784.02 | | 8,784.02 |
| Shirkoff, Pamela A | 14,332.24 | | 14,332.24 |
| Sholl, Kathleen T | 8,985.86 | | 8,985.86 |
| Sickorez, Michelle L | 34,166.50 | | 34,166.50 |
| Simmons, Deanna I | 8,357.41 | | 8,357.41 |
| Skinner, Ted J | 1,036.89 | | 1,036.89 |
| Skoropowski, Maria | 18,863.59 | | 18,863.59 |
| Slezak, Diane N | 50,272.65 | | 50,272.65 |
| Smith, Cressida | 2,127.08 | | 2,127.08 |
| Smith, Margaret | 30,095.78 | | 30,095.78 |
| Smith, Thomas | 2,625.00 | | 2,625.00 |

* Includes court settlement

| | <u>Regular</u> | <u>OT/Other</u> | <u>Total</u> |
|--------------------------|----------------|-----------------|--------------|
| Sobel, Audrey J | 33,910.73 | | 33,910.73 |
| Sosnowska, Agnieszka | 13,447.57 | | 13,447.57 |
| Souza, Florence F | 49,720.13 | | 49,720.13 |
| Spaulding, Jennifer E | 48,965.01 | | 48,965.01 |
| Spencer Jr, John R | 852.60 | | 852.60 |
| Speros, Elaine F | 49,651.55 | | 49,651.55 |
| Spignese, Brian A | 820.00 | | 820.00 |
| Spinale, Frances M | 57.05 | | 57.05 |
| Squires, Melissa M | 75.00 | | 75.00 |
| Stang, Karrie A | 5,600.00 | | 5,600.00 |
| Stevens, Barbara | 14,042.50 | | 14,042.50 |
| Stewart, Donald | 6,538.42 | | 6,538.42 |
| Stocki, Penny L | 8.40 | | 8.40 |
| Stone, Kimberly M | 48,274.23 | | 48,274.23 |
| Stone, Phillip J | 39,278.43 | | 39,278.43 |
| Storms, Mary Ann | 16,825.30 | | 16,825.30 |
| Stratis, Patricia | 53,258.42 | | 53,258.42 |
| Stronach, Richard J | 15,249.60 | | 15,249.60 |
| Stuart, Michela | 17,162.42 | | 17,162.42 |
| Sughrue, Shaun M | 6,196.22 | | 6,196.22 |
| Sullivan Jr, James T | 22,485.93 | | 22,485.93 |
| Sullivan, Barbara J | 50,619.70 | | 50,619.70 |
| Sullivan, Barry J | 38,744.63 | | 38,744.63 |
| Sullivan, Carole | 60,607.45 | | 60,607.45 |
| Sullivan, Deborah | 15,932.00 | | 15,932.00 |
| Sullivan, Dolores | 69,946.00 | | 69,946.00 |
| Sullivan, Donald | 59,288.17 | | 59,288.17 |
| Sullivan, Heather M | 14,312.10 | | 14,312.10 |
| Sullivan, Laura L | 8,540.77 | | 8,540.77 |
| Sullivan, Rosemary G | 1,794.96 | | 1,794.96 |
| Sullivan, Stella F | 49,770.17 | | 49,770.17 |
| Sullivan, Susan M | 40,647.32 | | 40,647.32 |
| Sutliff, Nadine B | 54,032.72 | | 54,032.72 |
| Talford, Ginamarie | 52,954.45 | | 52,954.45 |
| Teas, Nancy | 18,050.00 | | 18,050.00 |
| Tellier, Holly | 14,230.65 | | 14,230.65 |
| Tellier, Patricia | 54,952.20 | | 54,952.20 |
| Tellier, Rita L | 115.37 | | 115.37 |
| Terris, Shelley A | 34,497.89 | | 34,497.89 |
| Themeles, Betty Ann | 52,224.01 | | 52,224.01 |
| Themeles, Christine | 54,413.01 | | 54,413.01 |
| Therault-Regan, Brenda M | 13,710.64 | | 13,710.64 |
| Thompson, Nancy G | 28,892.09 | | 28,892.09 |
| Thuillier, Peter G | 40,315.80 | | 40,315.80 |
| Tildsley, Sharon | 2,390.00 | | 2,390.00 |
| Tomame, Nancy | 9,188.27 | | 9,188.27 |
| Tower, Elaine M | 25,886.48 | | 25,886.48 |
| Tozowski, Mary A | 2,675.82 | | 2,675.82 |
| Traveis, William | 55,427.25 | | 55,427.25 |
| Trodella, Christine | 110.50 | | 110.50 |
| Trull, Joel A | 37,491.70 | | 37,491.70 |
| Tuccinardi, Joan | 84.00 | | 84.00 |
| Turcotte, Mary E | 4,548.34 | | 4,548.34 |
| Vadnais, Nancy D | 1,774.00 | | 1,774.00 |
| Van Houten, Mary Lou | 15,256.93 | | 15,256.93 |
| Vella, Loren M | 13,910.12 | | 13,910.12 |
| Ventura, Catherine F | 48,166.73 | | 48,166.73 |
| Viola, Jamie | 398.04 | | 398.04 |
| Vitallo, Barbara | 48,115.98 | | 48,115.98 |
| Waite, Lorraine E | 847.00 | | 847.00 |
| Waitte, Stefani G | 48,925.13 | | 48,925.13 |
| Wallace, Joy C | 4,271.84 | | 4,271.84 |
| Wallask, Suzanne A | 1,276.00 | | 1,276.00 |
| Walls, Elaine M | 3,025.14 | | 3,025.14 |
| Walsh Jr, Thomas M | 38,435.94 | | 38,435.94 |
| Walsh, Elaine | 31,423.91 | | 31,423.91 |
| Walsh, Joseph C | 85,032.54 | | 85,032.54 |
| Walsh, Michelle C | 84.00 | | 84.00 |
| Ware, Karen Ann | 46,558.58 | | 46,558.58 |
| Ware, Robert | 52,575.83 | | 52,575.83 |
| Weidknecht, Marguerite K | 35,245.72 | | 35,245.72 |
| Weir III, John S | 48,778.19 | | 48,778.19 |

* Includes court settlement

| | <u>Regular</u> | <u>OT/Other</u> | <u>Total</u> |
|------------------------|----------------|-----------------|--------------|
| Weir, John | 678.87 | | 678.87 |
| Welch, Patricia | 1,990.00 | | 1,990.00 |
| White, Joy | 50,062.47 | | 50,062.47 |
| White, Rose M | 55,182.47 | | 55,182.47 |
| White, Stanley D | 16,848.67 | | 16,848.67 |
| Whitehead, Maureen | 52,132.82 | | 52,132.82 |
| Whitehouse, Nicole | 21,498.51 | | 21,498.51 |
| Whittlesey Jr, Roger | 65,734.97 | | 65,734.97 |
| Whynot, Marc R | 7,300.21 | | 7,300.21 |
| Williamson, Jacqueline | 52,073.27 | | 52,073.27 |
| Wilson, Keith L | 13,839.42 | | 13,839.42 |
| Wilson, William B | 5,389.51 | | 5,389.51 |
| Winters, Scott A | 44,118.39 | | 44,118.39 |
| Witham, Cheryl | 44,561.64 | | 44,561.64 |
| Wogan, Dale | 1,813.00 | | 1,813.00 |
| Wolfson, Philip S | 27,733.81 | | 27,733.81 |
| Woodman, Janice M | 11,135.95 | | 11,135.95 |
| Woods, Lynne M | 35,227.83 | | 35,227.83 |
| Woundy, Susan R | 5,216.58 | | 5,216.58 |
| Yaeger, Warren J | 58,058.18 | | 58,058.18 |
| Young, Keith E | 58,413.63 | | 58,413.63 |
| Zaroulis, James G | 6,725.00 | | 6,725.00 |
| Zbieg, Richard | 54,380.51 | | 54,380.51 |
| Zier, Mary Ellen | 2,719.56 | | 2,719.56 |
| Zullo, Lisa M | 33,051.48 | | 33,051.48 |
| Zunino, Elaine | 29,269.96 | | 29,269.96 |

SELECTMEN:

| | | | |
|-------------------|----------|--|----------|
| Anderson, Kevin | 5,266.66 | | 5,266.66 |
| Coldwell, Charles | 5,690.24 | | 5,690.24 |
| Coppola, Charles | 4,980.09 | | 4,980.09 |
| Gill, Joseph | 4,980.09 | | 4,980.09 |

TOWN HALL:

| | | | |
|---------------|-----------|--|-----------|
| Manley, James | 20,863.48 | | 20,863.48 |
|---------------|-----------|--|-----------|

TOWN MANAGER:

| | | | |
|-----------------|-----------|----------|------------|
| Barbeau, Sandra | 65,096.87 | | 65,096.87 |
| Chambers, Helen | 47,999.37 | | 47,999.37 |
| Cressman, David | 99,083.22 | 3,600.00 | 102,683.22 |
| Ilague, Barbara | 36,712.26 | | 36,712.26 |
| Iludson, Edwina | 50,000.71 | | 50,000.71 |

TREASURER/COLLECTORS:

| | | | |
|----------------------|-----------|----------|-----------|
| Blakeney Jr, William | 48,374.45 | 1,317.63 | 49,692.08 |
| Carey, Warren | 73,872.83 | | 73,872.83 |
| Gath, Debra | 16,365.66 | | 16,365.66 |
| Johnson, Elizabeth | 20,055.00 | | 20,055.00 |
| Langlois, Lorraine | 29,717.58 | 1,898.78 | 31,616.36 |
| Lightfoot, Dorothy | 39,968.61 | 5,464.14 | 45,432.75 |
| Smith, Janet | 38,259.68 | 1,822.78 | 40,082.46 |
| Sullivan, David | 57,344.17 | 5,891.82 | 63,235.99 |
| Williams, Colleen | 4,882.44 | | 4,882.44 |

VETERANS SERVICES:

| | | | |
|-----------------|-----------|--|-----------|
| Hart, Ellsworth | 53,111.56 | | 53,111.56 |
|-----------------|-----------|--|-----------|

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At Your Service

GENERAL INFORMATION..... 640-4300

AMBULANCE..... 911

Administrative Services, [Town Hall]..... 640-4488
Assessors, [11 Town Hall Ave.]..... 640-4330
Auditor, [11 Town Hall Ave.]..... 640-4320
Board of Registrars (Voter Information)..... 640-4355
Building Commissioner, [DPW Building]..... 640-4430
Computer Services, [11 Town Hall Ave.]..... 640-4351
Conservation Commission, [DPW Building]..... 640-4370

FIRE DEPARTMENT, [21 Town Hall Ave.]

To Report a Fire..... 911
Other Fire Information..... 640-4410

Health Board, [DPW Building]..... 640-4470
Housing Authority, [Livingston Street]..... 851-7392
Library, [300 Chandler St.]..... 640-4490
Parking Clerk, [Town Hall]..... 640-4356
Planning Board, [DPW Building]..... 640-4370
Plumbing/Electrical Inspector, [DPW Building].. 640-4435

POLICE DEPARTMENT, [918 Main Street]

EMERGENCY..... 911
Administrative-Non Emergency..... 640-4381
Detectives..... 640-4380
Dog Officer..... 640-4395
Records..... 640-4385

PUBLIC WORKS, [DPW Building, 999 Whipple Rd.]

Superintendent/Administration Office..... 640-4440
Engineering Division..... 640-4440
Highway Division..... 640-4440
Park Division, [Livingston St.]..... 640-3502/640-4462
Sewer Division..... 640-4440
Snow & Ice Emergency..... 640-4443
Tree Division..... 640-4440
Water Division
(Emergencies-Phone Police Dept)..... 640-4448
Water Treatment Plant..... 858-0345
Water Billing Division, [11 Town Hall Ave.].. 640-4350

Recreation Dept., [Livingston St.]..... 640-4460
Road Runner Transportation..... 459-0152
Rubbish Disposal..... 1-800-442-9006

SCHOOL DEPARTMENT

Athletic Director..... 640-7834
Loella Dewing School, [1469 Andover St.].... 640-7858
Heath Brook School, [165 Shawsheen St.]..... 640-7865
Memorial High School, [320 Pleasant St.]..... 640-7825
North Street School, [133 North St.]..... 640-7875

Louise Trahan School, [12 Salem Rd.]..... 640-7870
John Ryan Elem School, [135 Pleasant St.].... 640-7880
John Wynn Middle School, [1 Griffin Way]... 640-7846
Superintendent of Schools, [139 Pleasant St.].. 640-7801
Business Administ. Office, [139 Pleasant St.].. 640-7805

Shawsheen Tech. Region. H.S. [Billerica]..... 667-2111

Sealer of Weights & Measurers..... 640-4430
Selectmen, [Town Hall]..... 640-4300
Senior Center, [175 Chandler St.]..... 640-4480
Cable TV: Channel 10..... 640-4300
Channel 22..... 640-7825
Town Clerk, [Town Hall]..... 640-4355
Town Manager, [Town Hall]..... 640-4310
Treasurer/Tax Collector, [11 Town Hall Ave.]... 640-4340
Veterans Agent, [Town Hall]..... 640-4485
Voter Information, [Town Hall]..... 640-4355
Welfare Department..... 446-2400

CITIZENS INFORMATION SERVICE

Office of the Secretary of State..... 1-800-392-6090
Senator Edward Kennedy (Boston)..... 1-617-565-3170
Senator John Kerry (Boston)..... 1-617-565-8519
Congressman Marty Meehan (Lowell)... 459-0101
State Senator Susan Tucker..... 1-617-722-1612
State Representative James Miceli..... 1-617-722-2582
State Representative David Nangle..... 1-617-722-2582